

**CITY OF SAN CLEMENTE BENEFITS FOR BENEFITED PART-TIME, JOB SHARE and FULL TIME EMPLOYEES**

<b>BENEFIT</b>	<b>BENEFITED PART TIME CITY .50 FTE</b>	<b>BENEFITED PART TIME CITY .75 FTE</b>	<b>JOB SHARE CITY</b>	<b>FULL-TIME GENERAL &amp; CONFIDENTIAL (NON-SAFETY) CITY</b>	<b>FULL- TIME GENERAL (SAFETY) CITY</b>
<b>ACCIDENTAL DEATH &amp; DISMEMBERMENT (AD&amp;D) INSURANCE (Standard Insurance)</b>	Yes, provided as part of the employer-paid life insurance policy.	Yes, provided as part of the employer-paid life insurance policy.	Yes, provided as part of the employer-paid life insurance policy.	Yes, provided as part of the employer-paid life insurance policy.	Yes, provided as part of the employer-paid life insurance policy.
<b>BEREAVEMENT LEAVE</b>	50% of FT rate	75% of FT rate	50% of FT rate	5 days of paid leave for immediate family or step family; max 40 hours/incident; 9 hours may be granted on basis of blood relationship or marriage.	5 days of paid leave for immediate family or step family; max 40 hours/incident; 9 hours may be granted on basis of blood relationship or marriage.
<b>EDUCATION REIMBURSEMENT</b>	Not eligible.	Not eligible.	Typically requested during the annual budget process. If approved, the City shall pay no more than the per-semester tuition of the California State University system of a full-time student, up to an annual maximum of two times (2x) the tuition based on the academic year, plus 100% of required textbook costs. Any other associated cost – health fee, ASB fee, parking fee, etc. – is the responsibility of the employee.	Typically requested during the annual budget process. If approved, the City shall pay no more than the per-semester tuition of the California State University system of a full-time student, up to an annual maximum of two times (2x) the tuition based on the academic year, plus 100% of required textbook costs. Any other associated cost – health fee, ASB fee, parking fee, etc. – is the responsibility of the employee.	Typically requested during the annual budget process. If approved, the City shall pay no more than the per-semester tuition of the California State University system of a full-time student, up to an annual maximum of two times (2x) the tuition based on the academic year, plus 100% of required textbook costs. Any other associated cost – health fee, ASB fee, parking fee, etc. – is the responsibility of the employee.
<b>EMPLOYEE ASSISTANCE PROGRAM (EAP)</b>	Unlimited counseling via telephone, max 3 face-to-face visits per issue.	Unlimited counseling via telephone, max 3 face-to-face visits per issue.	Unlimited counseling via telephone, max 3 face-to-face visits per issue.	Unlimited counseling via telephone, max 3 face-to-face visits per issue.	Unlimited counseling via telephone, max 3 face-to-face visits per issue.
<b>FLEXIBLE SPENDING ACCOUNTS</b>	Max contribution for is \$2,600 for health care and \$5,000 for dependent care. Grace period to incur expenses fo plan year is March 15, of the following calendar year. Run out period to submit claims is June 15, of the same following calendar year.	Max contribution for is \$2,600 for health care and \$5,000 for dependent care. Grace period to incur expenses fo plan year is March 15, of the following calendar year. Run out period to submit claims is June 15, of the same following calendar year.	Max contribution for is \$2,600 for health care and \$5,000 for dependent care. Grace period to incur expenses fo plan year is March 15, of the following calendar year. Run out period to submit claims is June 15, of the same following calendar year.	Max contribution for is \$2,600 for health care and \$5,000 for dependent care. Grace period to incur expenses fo plan year is March 15, of the following calendar year. Run out period to submit claims is June 15, of the same following calendar year.	Max contribution for is \$2,600 for health care and \$5,000 for dependent care. Grace period to incur expenses fo plan year is March 15, of the following calendar year. Run out period to submit claims is June 15, of the same following calendar year.

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BENEFIT	BENEFITED PART TIME CITY .50 FTE	BENEFITED PART TIME CITY .75 FTE	JOB SHARE CITY	FULL-TIME GENERAL & CONFIDENTIAL (NON-SAFETY) CITY	FULL- TIME GENERAL (SAFETY) CITY
<b>HEALTH INSURANCE</b>  <b>MEDICAL/DENTAL/ VISION</b>  <b>(CalPERS Medical Delta Dental, VSP - Shared contribution, based on cafeteria plan amounts)</b>	<p>Benefited PT City employees are Eligible for medical, dental and vision. See the Health Rates sheet for City contribution and employee rates.</p> <p>First eligible for benefits 7/1/02.</p> <p>Employees opting out of medical and/or dental must remain in vision. As of 1/1/09, Benefited PT will receive \$100/mo rebate if opting out of medical and be covered for dental and vision.</p> <p>Married employees must enroll together and one must opt out. Half of Full Time opt out provision for married employees.</p>	<p>Benefited PT City employees are Eligible for medical, dental and vision. See the Health Rates sheet for City contribution and employee rates.</p> <p>First eligible for benefits 7/1/02.</p> <p>Employees opting out of medical and/or dental must remain in vision. As of 1/1/09, Benefited PT will receive \$100/mo rebate if opting out of medical and be covered for dental and vision.</p> <p>Married employees must enroll together and one must opt out. Half of Full Time opt out provision for married employees.</p>	<p>Eligible for medical, dental and vision. See the Health Rates sheet for City contribution and employee rates.</p> <p>Employees opting out of medical and/or dental must remain in vision. Job Share rebate for medical opt out is pro-rated amount of Full Time benefit. See Cafeteria Plan form for other opt out provisions.</p> <p>Married employees must enroll together and one must opt out. Half of Full Time opt out provision for married employees.</p>	<p>Eligible for medical, dental and vision. See the Health Rates sheet for City contribution and employee rates.</p> <p>Employees opting out of medical and/or dental must remain in vision. Rebate for medical opt out is \$138.46/per pay period. See Cafeteria Plan form for other opt out provisions.</p> <p>Married employees must enroll together and one must opt out. \$80.77/per pay period opt out provision for married employees.</p>	<p>Eligible for medical, dental and vision. See the Health Rates sheet for City contribution and employee rates.</p> <p>Employees opting out of medical and/or dental must remain in vision. Rebate for medical opt out is \$138.46/pay period. See Cafeteria Plan form for other opt out provisions.</p> <p>Married employees must enroll together and one must opt out. \$80.77/pay period opt out provision for married employees.</p>
<b>HOLIDAYS</b>	<p>Prorated based on FTE: 20-29 hours/week = 50% of FT rate</p> <p>Twelve (12) four-hour (4 hr) paid holidays; 4 hrs pay per holiday &amp; two 4 hour floating holidays</p>	<p>75% of FT rate</p> <p>Twelve (12) six-hour (6 hr) paid holidays; 6 hrs pay per holiday &amp; two 6 hour floating holidays</p>	<p>50% of FT rate</p> <p>Twelve (12) four-hour (4 hr) paid holidays; 4 hrs pay per holiday &amp; two 4 hour floating holidays</p>	<p>Twelve (12) eight-hour (8 hr) paid holidays; 8 hrs pay per holiday &amp; two 8 hour floating holidays.</p>	<p>Twelve (12) eight-hour (8 hr) paid holidays; 8 hrs pay per holiday &amp; two 8 hour floating holidays</p>
<b>ICMA 457 DEFERRED COMPENSATION</b>	<p>Must enroll in mandatory ICMA 457 PTS plan with 3.75% employee and 3.75% employer contribution to PLUS Fund (in lieu of Social Security).</p> <p>Can also enroll in voluntary ICMA 457 plan for max normal deferral up to IRS annual maximum (100% Employee Paid. This is the combined max for PTS and voluntary plan).</p>	<p>Can enroll in voluntary ICMA 457 plan with max normal deferral up to IRS annual maximum. (100% Employee Paid)</p>	<p>Can enroll in voluntary ICMA 457 plan with max normal deferral up to IRS annual maximum. (100% Employee Paid)</p>	<p>Can enroll in voluntary ICMA 457 plan with max normal deferral up to IRS annual maximum. (100% Employee Paid)</p>	<p>Can enroll in voluntary ICMA 457 plan with max normal deferral up to IRS annual maximum. (100% Employee Paid)</p>
<b>LIFE INSURANCE (The Standard Insurance)</b>	<p>2x annual salary up to \$50,000 for 20-29 hrs/wk</p>	<p>2x annual salary up to \$75,000 for 30-39 hrs/wk</p>	<p>2x annual salary up to \$50,000</p>	<p>2x annual salary up to \$100,000</p>	<p>Marine Safety flat amount: \$10,000.</p>

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<b>LONG TERM DISABILITY INSURANCE (LTD) (Standard Insurance)</b>	Not eligible.	Not eligible.	Confidential ee's receive city-paid LTD; Limited Term ee's as decided by City; General employees only if SCCEA dues paying member.	Confidential ee's receive city-paid LTD; Limited Term ee's as decided by City; General employees only if SCCEA dues paying member.	General employees only if SCCEA dues paying member.
<b>MEDICARE</b>	Yes; 1.45% paid by EE and 1.45% paid by the City	Yes; 1.45% paid by EE and 1.45% paid by the City	Yes; 1.45% paid by EE and 1.45% paid by the City	Yes; 1.45% paid by EE and 1.45% paid by the City	Yes; 1.45% paid by EE and 1.45% paid by the City
<b>RETIREMENT PLAN</b> <b>California Public Employees' Retirement System (CalPERS)</b>  Contract effective date with CalPERS 6/9/14 (Local system - Great-West Retirement Services, was transferred over to CalPERS for active full-time employees)	<p align="center"> <b>CalPERS Retirement</b>  <b>As of 7/2/18</b>   <u>Classic Member: 2% @ 55 CalPERS Retirement Plan</u>   <b>Employee contribution: 7% (of the 7% employee contribution).</b>   <b>In addition to the above contributions, the City contributes the Employer share plus payments towards any unfunded liability</b>   <u>PEPRA New Member: 2% @ 62 CalPERS Retirement Plan</u>   <b>Employee Contribution Amount:6.25%</b>   <b>In addition to the above contributions the City contributes the Employer share plus payments towards any unfunded liability</b>   <b>Positions Excluded</b> from CalPERS Retirement participation: Ocean Lifeguard Supervisors, Ocean Lifeguards, Lifeguard Supervisors, Pool Lifeguards, and Pool Lifeguard/Instructors.                 </p>				<b>CalPERS Retirement As of 7/2/18:</b>  <u>Classic Member: 3% @ 55 CalPERS</u>  <b>Employee Contribution: 9% (of the 9% employee contribution).</b>  <b>In addition to the above contributions, the City contributes the Employer share plus payments towards any unfunded liability.</b>  <u>PEPRA New Member: 2.7% @ 57 CalPERS</u> <b>Employee contribution: 12.25%</b>  <b>In addition to the above contributions, the City contributes the Employer share plus payments towards any unfunded liability.</b>
<b>STATE DISABILITY INSURANCE (SDI) &amp; PAID FAMILY LEAVE (PFL)</b>	Not eligible.	Not eligible.	Covered, the cost of SDI is paid by the City.	Covered, the cost of SDI is paid by the City.	Covered, the cost of SDI is paid by the City.
<b>SICK LEAVE</b>	50% of FT Rate. Accrual of 4 hours/month (1.85 hrs/pay period) with no max accrual.	75% of FT Rate. Accrual of 6 hours/month (2.77 hrs/pay period) with no max accrual.	50% of FT Rate. Accrual of 4 hours/month (1.85 hrs/pay period) with no max accrual.	Accrual of 8 hours/month (3.69 hrs/pay period) with no max accrual.  No cash out unless hired before 1/1/01, 10+ years = 35%, 20+ years = 50%.  Also Special sick leave 24 hours per year for immediate family; if less than 1 yr of service, 2 hrs/month of service until reach max of 24 hrs/year; forfeit if unused by 12/31.	Accrual of 8 hours/month (3.69 hrs/pay period) with no max accrual.  No cash out unless hired before 1/1/01, 10+ years = 35%, 20+ years = 50%.  Also Special sick leave 24 hours per year for immediate family; if less than 1 yr of service, 2 hrs/month of service until reach max of 24 hrs/year; forfeit if unused by 12/31.

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<b>SOCIAL SECURITY</b>	N/A. 7.5% of gross pay paid into deferred compensation plan in lieu of Social Security; costs shared equally by the EE and the City, 3.75% each.	6.2% paid by EE and 6.2% paid by the City.	6.2% paid by EE and 6.2% paid by the City.	6.2% paid by EE and 6.2% paid by the City.	6.2% paid by EE and 6.2% paid by the City.
<b>SUPPLEMENTAL INSURANCE (Colonial/Standard)</b>	Voluntary insurance programs available with employee paying 100% of the cost.	Voluntary insurance programs available with employee paying 100% of the cost.	Voluntary insurance programs available with employee paying 100% of the cost.	Voluntary insurance programs available with employee paying 100% of the cost.	Voluntary insurance programs available with employee paying 100% of the cost.
<b>UNEMPLOYMENT INSURANCE</b>	Covered	Covered	Covered	Covered	Covered
<b>VACATION</b>	<p>50% of FT Rate.</p> <p>Accrual is based on years of service                      0 - 4 Years = 52 hours per year                      5 - 9 Years = 60 hours per year                      10-15 Years = 80 hours per year                      16-20 Years = 82 hours per year                      20-25 years = 84 hours per year                      25+ Years = 88 hours per year</p> <p>Maximum accrual permitted is two times the annual accrual amount.</p> <p>Employees can cash out up to 60 hours per year if a minimum accrual of 100 hours is maintained.</p>	<p>75% of FT Rate.</p> <p>Accrual is based on years of service                      0 - 4 Years = 78 hours per year                      5 - 9 Years = 90 hours per year                      10-15 Years = 120 hours per year                      16-20 Years =123 hours per year                      20-25 years = 126 hours per year                      25+ Years = 132 hours per year</p> <p>Maximum accrual permitted is two times the annual accrual amount.</p> <p>Employees can cash out up to 40 hours per year if a minimum accrual of 100 hours is maintained.</p>	<p>50% of FT Rate.</p> <p>Accrual is based on years of service                      0 - 4 Years = 52 hours per year                      5 - 9 Years = 60 hours per year                      10-15 Years = 80 hours per year                      16-20 Years = 82 hours per year                      20-25 years = 84 hours per year                      25+ Years = 88 hours per year</p> <p>Maximum accrual permitted is two times the annual accrual amount.</p> <p>Employees can cash out up to 60 hours per year if a minimum accrual of 100 hours is maintained.</p>	<p>Accrual is based on years of service                      0 - 4 Years = 104 hours per year                      5 - 9 Years = 120 hours per year                      10-15 Years = 160 hours per year                      16-20 Years =164 hours per year                      20-25 years = 168 hours per year                      25+ Years = 176 hours per year</p> <p>Maximum accrual permitted is two times the annual accrual amount.</p> <p>Employees can cash out up to 60 hours per year if a minimum accrual of 100 hours is maintained.</p>	<p>Accrual is based on years of service                      0 - 4 Years = 104 hours per year                      5 - 9 Years = 120 hours per year                      10-15 Years = 160 hours per year                      16-20 Years =164 hours per year                      20-25 years = 168 hours per year                      25+ Years = 176 hours per year</p> <p>Maximum accrual permitted is two times the annual accrual amount.</p> <p>Employees can cash out up to 60 hours per year if a minimum accrual of 100 hours is maintained.</p>