

# CITY OF CALIMESA

OFFICE OF HUMAN RESOURCES & RISK MANAGEMENT

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## EMPLOYEE BENEFITS

All employees who are employed on a full-time basis, except seasonal and temporary employees (forty [40] hours per week), shall be eligible for health, dental and vision insurance coverage, which becomes effective on the first of the month following the employment date and continuing throughout the month of separation. The City provides a Flexible Health Benefit Plan with a monthly amount of \$800.00, where employees can choose an appropriate health plan for them and their families. Fringe benefits may be altered on a year-by-year basis as the City may see fit. Part-time employees receive prorated benefits if they are regularly assigned to work more than twenty (20) hours per week, except seasonal and temporary employees.

	<b>Benefit Description</b>
<b>Health Insurance</b>	Health Net (Employee and Family Plans)
<b>Dental Insurance</b>	Delta Dental (Employee and Family Plans)
<b>Vision</b>	Vision Service Plan (VSP) (Employee and Family Plans)
<b>Life Insurance</b>	Lincoln Life Insurance (Mgmt 1.0 times annual salary – all others \$50,000)
<b>VEBA</b>	CALGOVEBA (A Flexible Spending Account – Pre Tax Deduction Per Pay Period)
<b>Flexible Spending Account</b>	Ceridian (Optional - \$1,500 per year – August 1 <sup>st</sup> – July 31 <sup>st</sup> )
<b>ICMA Deferred Comp</b>	ICMA-RC (Voluntary Deferred Compensation Plan)
<b>AFLAC</b>	Voluntary Supplemental Plans available as follows: Short Term Disability, Accidental, Term Life, Dental, Specified Health Event, Cancer
<b>RETIREMENT</b>	New Employees with recent service with CalPERS, are on the 2% at 60 plan and a 3 year average formula with the City paying the employee rate. New hires with no CalPERS services as of January 1, 2013, will pay 6.2% of the employee rate and will be subject to the 2% @ 62 Plan, with a 3 year average formula and a mandatory contribution of normal costs as established by the new Pension Reform Act Law. The City does not participate in Social Security.

<b>Vacation Leave Accruals</b>	<b>Sick Leave Accruals</b>	<b>Admin. Accruals (Mgmt only)</b>
1-5 Yrs of Service 80 Hours a year - 3.8 per pp 6-10 Yrs of Service 120 Hours a year – 4.62 per pp 11 or more Yrs of Service 160 Hours a year – 6.16 per pp	3.69 hours per pay period	40 hours per year

**Holiday's Observed:** New Years Day, Martin Luther King Day, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day and Friday after Thanksgiving, Christmas Eve, Christmas Day, New Years Eve. 2 floating holidays and employee birthday.