

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 \$850.00, where employees can choose an appropriate health plan for them and their families.

	Benefit Description
Health Insurance	Health Net (Employee and Family Plans)
Dental Insurance	Delta Dental (Employee and Family Plans)
Vision	Vision Service Plan (VSP) (Employee and Family Plans)
Life Insurance	Lincoln Life Insurance (Mgmt 1.0 times annual salary – all others \$50,000)
VEBA	CALGOVEBA (A Flexible Spending Account – Pre-Tax Deduction Per Pay Period)
Flexible Spending Account	Ceridian (Optional - \$1,500 per year)
ICMA Deferred Comp	ICMA-RC (Voluntary Deferred Compensation Plan)
AFLAC	Voluntary Supplemental Plans available as follows: Short Term Disability, Accidental, Term Life, Dental, Specified Health Event, Cancer, etc
CalPERS RETIREMENT	<p>New hires 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.</p> <p>New hires who established CalPERS membership prior to January 1, 2013 and who is hired by a different CalPERS employer after January 1, 2013 after a break in service of greater than six months 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.</p> <p>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.</p> <p>The City does not participate in Social Security.</p>

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.