



City of Santa Clara

Benefit Summary Unit #9A – Unclassified Police Management Association

This summary provides a brief overview of the City of Santa Clara's benefits available to Bargaining Unit #9A employees in 2019. In the event of any conflict between the information in this summary and the applicable official plan documents, City Manager's Directives (CMD's), Personnel and Salary Resolution, or Memorandum of Understanding (MOU), the applicable official plan documents, CMD's, Personnel and Salary Resolution, or MOU will prevail over this summary. Benefits are subject to change.

Retirement:

- Membership in the California Public Employees Retirement System (CalPERS)
 - Classic Employees: 3.0% at age 50 formula - employee pays 11.25% of gross pay
 - New Employees: 2.7% at age 57 formula – employee pays 10.5% of gross pay
- Medicare and Social Security (FICA)
 - Employee does not participate in Social Security
 - Employee pays 1.45% of gross salary for Medicare only if hired after 3/31/86

Health Insurance:

- City contribution up to \$970.02/month, based on enrollment in a CalPERS health plan
- Employees electing health coverage with premiums above the City health contribution will pay additional premium costs from salary on a pre-tax basis
- Coverage is effective the first of the month after date of hire
- If an employee enrolls in a plan with a premium that is less than \$835.66/month, they will be paid the difference in cash
- An employee is eligible for \$699.66/month (\$835.66/month with an annual attestation of having alternative minimum essential coverage other than coverage from the individual market/through Covered California) if they opt-out of the City-offered Health Insurance Benefit

Dental Insurance:

- Choice of two Delta Dental plans; enrollment is mandatory
- City pays lowest cost of employee only plan (\$22.22 for 2019); additional cost is paid by employee
- Coverage is effective on the first day of the month following three full calendar months of employment

Vision Insurance:

- Choice of two VSP plans
- City pays the lowest cost employee only plan (\$9.02 for 2019); additional cost is paid by employee
- Coverage is effective the first of the month after date of hire

Voluntary Employee Beneficiary Association (VEBA):

- City contributes \$50 a month toward employee's VEBA account. Account funds may be used to pay for qualified medical expenses after separation from the City and after age 50 (pre-tax)
- If account balance is less than \$2,000 upon separation, then account funds can be used immediately

Life Insurance:

- City pays for \$20,000 of Basic Life Insurance coverage. Employer premium is \$5.60/month
- Coverage is effective the first of the month after one calendar month of employment
- Additional optional insurance may be purchased by the employee for the employee, spouse, domestic partner, and/or dependent children

Deferred Compensation:

- Voluntary plan through Nationwide Retirement Solutions
- Employee may contribute up to the lesser of \$19,000/year or 100% of gross compensation into a pre-tax 457(b) account or a post-tax Roth 457(b) account (or a combination of the two accounts) subject to IRS rules. Employees over 50 years of age may contribute up to \$25,000/year



Flexible Spending Account (IRS Section 125 Plan):

- Employee may contribute up to \$2,700 per year in pre-tax dollars to a health care spending account
- Employee may contribute up to \$5,000 per year in pre-tax dollars to a dependent care spending account
- Employee may contribute up to \$265 per month in pre-tax dollars to a commuter benefit plan

Vacation:

- Vacation is accrued bi-weekly, for use after 12 months of City service
 - For 1-9 years of service: 120 hours/calendar year
 - For 10-15 years of service: 160 hours/calendar year
 - For 16-20 years of service: 176 hours/calendar year
 - For 21+ years of service: 192 hours/calendar year
- Maximum vacation accrual is 450 hours
- Once per year, employees can elect to convert up to 80 hours of accrued vacation to cash to be paid out in up to two cash-outs the following calendar year

Sick Leave:

- Sick leave is accrued bi-weekly for equivalent of 96 hours per calendar year with no maximum accrual
 - Up to 48 hours/year of accumulated sick leave may be used for family illness
 - Up to 32 hours/year of accumulated sick leave may be used for personal leave
- Employee may convert sick leave to vacation once per calendar year (annual maximum conversion is 96 hours sick to 48 hours vacation)
- Partial sick leave payoff provision on retirement depending on years of service and sick leave cap (balance as of 01/01/2004 plus 1,500 hours)

Management Leave:

- 120 hours of management leave credited to employees each January 1st
 - New employees hired between January 1st and June 30th receive 120 hours of management leave their first year
 - New employees hired between July 1st and December 31st receive 60 hours of management leave their first year
- Unused management leave may be carried over from one calendar year to the next; however, an employee may never have more than 180 hours of "banked" management leave

Holidays:

- Thirteen (13) paid eight-hour holidays per year

PDA/Smart Phone Stipend:

- \$80/month in lieu of carrying a City-issued cell phone

POST Certificate:

- Employees who have achieved Intermediate POST certification shall receive a 2.5% of base pay premium
- Employees who have achieved Advanced POST certification shall receive an additional 2.5% of base pay (total of 5.0%)

Uniform Allowance:

- \$600 for 2018 MOU year

Tuition Reimbursement Program:

- Up to \$2,000 per fiscal year for tuition reimbursement. See CMD 26 for details

Employee Assistance Program:

- Confidential counseling to employees and dependents. City paid benefit; employer premium is \$6.49/month
- Employees may call Managed Health Network (MHN) confidentially at 1-800-227-1060
- Up to three (3) appointments per incident per calendar year. Can be face-to-face appointments with an MHN network provider, phone appointments, or web-video appointments



Retiree Medical Reimbursement Program:

- Employees who retire from the City with at least ten (10) years of service shall receive reimbursement to help cover retiree single health insurance premiums. The reimbursement maximum includes the PEMHCA minimum.
- Up to age 65, retirees are eligible for reimbursement up to \$364/month in 2019 (amount adjusted annually)
- After age 65, retirees are eligible for reimbursement up to \$218/month in 2019 (amount adjusted annually)

Alternate Work Schedule:

- Employees shall be eligible to work a 9/80 alternate work schedule according to the conditions, criteria, and requirements set forth in City Manager's Directive 71. Requests to work a 9/80 schedule shall be made through or by the Chief of Police to the City Manager. The City Manager must approve the schedule and the City Manager or Chief of Police may terminate the schedule at any time