



General Employees' Association

Benefits Summary

- ♦ **UNION MEMBERSHIP** – Accepting employment in a position in this classification requires the individual to either join the union or pay union dues or to pay the union an agency fee.
- ♦ **RETIREMENT** - All authorized employees become members of the California Public Employees' Retirement System (CalPERS) which includes highest single year and survivor continuance and conversion of unused sick leave, except new hires.

Miscellaneous

2% @ 55 - single highest year; employees hired prior to 12/31/12.

2% @ 60 - single highest year; employees hired after 12/31/12.

2% @ 62 – three-year consecutive highest average pensionable comp.; New to CalPERS, hired on or after 1/1/13.

Classic employees pay the employee contribution of CalPERS (7%); New PEPPRA members pay 8.25% employee contribution of CalPERS.

The City of Huntington Park does not participate in the Social Security program. All new employees are required to participate in Medicare. The city pays 1.45% and the employee contributes 1.45 % into Medicare.

Employees hired prior to 12/31/12, are provided a "PARS Stack 0.5%" Retirement Benefit with unit employees paying 1.5%.

- ♦ **LONGEVITY PLAN** – Longevity Plan pay for employees with 20 years and 25 years of City service.
- ♦ **VACATION** - 112-200 vacation hours per year dependent on length of time.
- ♦ **HOLIDAYS** - 120 paid holiday hours per year.
- ♦ **SICK LEAVE** - 96 annual paid sick hours; half unused sick buyback on an annual basis.
- ♦ **MEDICAL/DENTAL PLAN** – A variety of medical programs under CalPERS Health Plan. The city contributes up to Kaiser/L.A. Region rate for employees and dependents. The city contributes fully towards a dental HMO program for employee and dependents.
- ♦ **VISION PLAN** – City paid Vision Care Insurance for employee and dependents.
- ♦ **FLEXIBLE SPENDING ACCOUNT** - Section 125 Plan - The City provides its employees with the option of participating in a Section 125 IRS Plan for Dependent Care and Medical costs.
- ♦ **DEFERRED COMPENSATION PLAN** - Deferred Compensation plan available at employee's cost.
- ♦ **GROUP LIFE INSURANCE** - \$100,000 paid life insurance; ability to purchase additional life insurance.
- ♦ **WELLNESS PLAN** - City paid Wellness Program.
- ♦ **BOOT ALLOWANCE & TOOL ALLOWANCE** – applies to certain Public Works classifications.
- ♦ **TUITION REIMBURSEMENT** - Education tuition reimbursement program is provided up to \$1,500 per year.
- ♦ **SPANISH PAY** - Spanish language compensation in the amount of \$225.00/mo. to all eligible employees.
- ♦ **CREDIT UNION** - Credit Union membership available with Los Angeles County F & A Federal Credit Union.

Provisions of this announcement do not constitute an expressed or implied contract. This information sheet is a summary of available benefits. Any provisions contained in this announcement may be modified/revoked without notice.