



## Non-Represented Employees

### Benefits Summary

- ♦ **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 (Non-Safety)**

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 PEPRA 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.
- ♦ **ADMINISTRATIVE LEAVE** – 40 hours Administrative Leave per Fiscal Year for **Management/Executive group**.
- ♦ **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 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.
- ♦ **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.