

CITY OF LAGUNA BEACH EMPLOYEE BENEFIT INFORMATION SUMMARY
MANAGEMENT EMPLOYEES (NON-SAFETY)



Management Employees (Non-Safety) are unrepresented and at-will. Below represents benefit options available. Benefits will vary by employee and will be listed in offers of employment at time of hire.

COMPENSATION AND RETIREMENT			
<p>CalPERS NON-SAFETY MEMBERS Tier 1: 2.5% @ 55 Classic members Tier 2: 2.0% @ 62 PEPRAs members (hired on or after 1/1/13)</p>	<p>EXCEPTIONAL PERFORMANCE PAY Up to 5% of gross pay</p>	<p>\$457 DEFERRED COMPENSATION PLAN City-paid contribution of 2% of base pay towards CalPERS VOYA or Empower</p>	
HEALTH BENEFITS AND WELLNESS			
<p>HEALTH INSURANCE</p> <ul style="list-style-type: none"> City paid medical and dental for employee <ul style="list-style-type: none"> 90% for dependent coverage Voluntary vision <p>MEDICAL INSURANCE WAIVER</p> <ul style="list-style-type: none"> Cash-in-lieu available w/ proof of coverage (currently \$569.39/month) 		<p>FLEXIBLE SAVINGS PLAN Pretax savings plan for medical & dependent care expenses</p>	
<p>FREE EMPLOYEE ASSISTANCE PLAN (EAP) Free counseling, legal assistance, problem solving support and more for employees and their families.</p>		<p>RETIREE MEDICAL Retirees may be eligible to continue membership in City's medical plan based on years of service. Employee is responsible for entire premium</p>	
<p>PHYSICAL EXAM REIMBURSEMENT Up to \$300 each year for general physical fitness exam, at a rate not to exceed \$900 over any given three-year period</p>	<p>LONG TERM DISABILITY (LTD) Immediate coverage; City Paid</p>	<p>LIFE INSURANCE AND AD&D \$50,000; City paid</p>	<p>RETIREMENT HEALTH SAVING PLAN (RHS) \$100 monthly contribution by City</p>
LEAVES AND HOLIDAYS			
<p>VACATION 0-9 years- 5.24 hrs biweekly 10+ years - 6.77 hrs biweekly</p> <ul style="list-style-type: none"> Cash out option available at 100% Accrual rate adjustments available for prior full-time yrs of service with a qualifying public agency 		<p>SICK LEAVE 80 hours per year (unlimited accrual)</p> <p><i>Unused sick leave can be converted into cash at 50% and rolled into the RHS plan twice a year.</i></p>	
<p>ALTERNATIVE WORK SCHEDULE & TELECOMMUTE OPTIONS City Hall is closed every other Friday, hybrid telecommuting schedules may be available.</p>		<p>ADMINISTRATIVE LEAVE The City may grant a maximum of ninety (90) administrative leave days per fiscal year</p>	
<p>HOLIDAYS 11 paid holidays</p>		<p>STATE/FEDERAL LEAVES FMLA/CFRA Pregnancy Disability Leave</p>	
ADDITIONAL BENEFITS			
<p>AUTOMOBILE ALLOWANCE A monthly automobile allowance of \$200 (mgmt) or \$400 (dept heads)</p>		<p>INTERNET STIPEND A monthly internet stipend of fifty dollars (\$50)</p>	
<p>CELL PHONE STIPEND Monthly cell phone stipend \$80 or city issued cell phone</p>		<p>SHOPPER PARKING PERMIT Laguna Beach Shopper Parking Permit allows for parking at City meters, and eligible City lots.</p>	
<p>TUITION REMBURSMENT Up to \$1,000 per fiscal year</p>		<p>TRAINING & COACHING City provided leadership tools and resources</p>	

This is provided as a summary of benefits and does not confer any rights upon any employee. Please refer to the appropriate memorandum of understanding for a more detailed discussion of these benefits.