

# IBEW BENEFIT SUMMARY SHEET

## FRINGE BENEFITS AND WELLNESS

- **CAFETERIA PLAN**  
Hired prior to 1/1/06: \$552.00/month towards Medical Plan plus additional medical premium if eligible;  
Hired on/after 1/1/06: \$300.00/month towards Medical Plan plus additional medical premium if eligible
- **DENTAL INSURANCE**  
Employer paid family coverage
- **VISION PLAN**  
Employer paid for employee only  
Dependents may be added at additional cost
- **LIFE INSURANCE**  
Employer paid \$30,000 policy
- **MEDICARE COVERAGE**  
Provided for employees hired after April 1, 1986
- **ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE**  
Covered accident/injury/loss up to \$32,000  
Work-related accident up to an additional \$50,000
- **SHORT/LONG TERM DISABILITY (STD/LTD)**  
70% after 14 day waiting period up to \$1,500/week  
60% after 180 day waiting period up to \$8,000/month
- **WELLNESS**  
\$225.00/fiscal year – distributed the pay period containing July 1 of each year
- **WELLNESS CENTER AND LAP SWIM**  
Available to all active employees at no cost
- **EMPLOYEE ASSISTANCE PROGRAM (EAP)**  
Available to employees and dependents

## RETIREMENT BENEFITS

- **RETIREMENT – PERS**  
2.5% @ 55 OR 2.0% @ 62 up to 2.5% @ 67  
(depending on PERS membership date and City hire date)  
PERS will determine Classic or New membership status
- **RETIREMENT HEALTH SAVINGS PLAN (RHS)**  
\$44.00/month employee contribution  
100% of eligible leave deposited into RHS account upon normal retirement age
- **UTILITY RETIREE MEDICAL TRUST**  
Assists with offsetting retiree medical costs
- **RETIREE MEDICAL TRUST**  
\$50.00/pay period employee contribution  
\$50.00/pay period City contribution
- **\$457 DEFERRED COMPENSATION PLAN**  
City matches \$457 deferred compensation employee contribution up to \$30.00/pay period for Classic members as identified by CalPERS  
  
For New Members, as identified by CalPERS, the City will match 100% of the employee contributions to the City \$457 Deferred Compensation Plan up to a maximum of 2% of the base pay rate.

## VACATION AND HOLIDAYS

- **UNIVERSAL LEAVE**  
*When receiving differential per Exhibit C, Section 3 of the IBEW Local 18 MOU:*  
Less than 5 years of service.....14.499 hours/month  
5-14 years of service.....18.358 hours/month  
15-29 years of service.....22.217 hours /month  
30+ years of service.....23.664 hours/month
- **HOLIDAYS**  
11.5 fixed\*  
12-36 hours floating\*
- **UNIVERSAL LEAVE**  
*For all others:*  
Less than 5 years of service.....15.667 hours/month  
5-14 years of service.....19.526 hours/month  
15-29 years of service.....23.383 hours /month  
30+ years of service.....24.83 hours/month  
  
May cash out Universal Leave up to 350 hours/fiscal year with approval of Department Director or designee.

## SICK LEAVE AND OTHER LEAVES OF ABSENCE

- **SICK LEAVE** 8 hours/month
- **BEREAVEMENT LEAVE** 3 days/eligible death
- **JURY DUTY** is unlimited
- **MILITARY LEAVE**  
30 paid calendar days/fiscal year per Military & Veterans Code; Plus up to one year difference between City/military pay
- **MATERNITY LEAVE/PREGNANCY DISABILITY LEAVE**  
Up to 17 1/3 weeks unpaid leave  
(must supplement with paid sick leave if available)
- **FAMILY AND MEDICAL LEAVE ACT (FMLA) & CALIFORNIA FAMILY RIGHTS ACT (CFRA)**  
12 weeks unpaid leave in a 12 month period, if eligible  
(must supplement with paid leave if available)

## MISCELLANEOUS

- **UNIFORM ALLOWANCE**  
Varies with assignment  
3 pairs of approved safety shoes every two years  
\$127.00 or \$382.00/year depending on required uniform for pre-approved accessories such as jackets, sweatshirts, tee-shirts, and beanies
- **TOOL ALLOWANCE**  
Varies with assignment; Up to \$530.00/year
- **TOOL REIMBURSEMENT**  
Varies with assignment; Up to \$1,500.00/year
- **BILINGUAL BONUS**  
\$100.00/month
- **TUITION REIMBURSEMENT**  
75% up to \$3,000.00/fiscal year per terms in MOU
- **WORK SCHEDULE** is flexible based on assignment & department needs

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.