

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
- **EMPLOYEE ASSISTANCE PROGRAM (EAP)**
Available to employees and dependents
- **VISION PLAN**
Employer paid for employee only
Dependents may be added at additional cost
- **WELLNESS**
\$225.00/fiscal year – distributed the pay period containing July 1 of each year
- **LIFE INSURANCE**
Employer paid \$30,000 policy
- **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
- **MEDICARE COVERAGE**
Provided for employees hired after April 1, 1986

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**
10.5 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 MEDICAL LEAVE & CALIFORNIA FAMILY RIGHTS ACT (FMLA & 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.