

CITY OF RANCHO SANTA MARGARITA



Employee Benefits Summary

CalPERS Retirement

The City contracts with CalPERS to provide a defined benefit retirement plan. "Classic" members are enrolled under the 2.0% @ 60 plan with a member contribution of 7.0%. New "PEPRA" members are enrolled under the 2.0% @ 62 plan with a current member contribution of 7.25%.

Cafeteria Plan Allowance

Full-time employees receive **\$1,725** per month for medical, dental and vision insurance. Any unused amount is reimbursed to employee as taxable income.

Medical Insurance

The City contracts with CalPERS to offer medical insurance plans to employees and eligible dependents. There are HMO and PPO options to choose from among several carriers.

Dental Insurance

The City currently offers a Delta Dental PPO insurance plan.

Vision Insurance

The City currently contracts with MES Vision to offer a vision plan to employees.

Life Insurance

The City provides full-time employees with a basic life \$20,000 policy, and a \$20,000 accidental death & dismemberment policy. Options are available to purchase voluntary coverage.

Holidays

The City observes 10 paid holidays per calendar year plus 1 floating holiday.

Deferred Compensation

The City offers employees a supplemental retirement option to defer pre-tax earnings through a 457 deferred compensation plan. This program is voluntary with no City contribution.

Voluntary Insurance

Additional insurance plans are also available on a voluntary basis. These plans include flexible spending account, life insurance, accident, short and long term disability insurance, cancer insurance and more.

Flexible Scheduling

In addition to the traditional Monday to Friday 8:00 a.m. to 5:00 p.m. work schedule, the City offers certain positions the option of an alternative schedule, such as a 9/80 work schedule (Every other Friday off).

Comprehensive Leave

The City provides all full-time employees with paid time off for use during vacation, sickness and personal business. Minimum of 14 days per year; maximum of 33 days per year. Option to cash out specified amounts of leave.

Other Leave

Part-time employees earn sick leave credits. Ten paid days are provided for jury duty to eligible employees. The City provides eligible employees up to five days of leave for bereavement purposes.