

CITY OF CATHEDRAL CITY

Summary Statement of Benefits

AFSCME Local 3961

General Unit Representation

Effective January 1, 2020 – December 31, 2022

Revised 12.29.21



MERIT INCREASE

5% merit increase may occur every 12 months until step 5 has been reached; thereafter, every 2 years for a total of 3 2-1/2 % increases.

LONGEVITY INCREASE

Level One		Level Two Classic & PEPRA/New Employees	
7.5%	15 years	2.5%	15 years
5%	20 years	2.5%	20 years
2.5%	25 years		

BILINGUAL PAY

Designated employees shall receive a stipend of \$70 per pay period. Initial assessment is required.

WORK WEEK / PAYDAY

Pay days are every other Tuesday. There are 26 pay periods in a calendar year.

The work week shall consist of forty (40) hours of work within a period of seven (7) consecutive days beginning at 12:01 a.m. Sunday and ending at Midnight the following Saturday.

SHIFT DIFFERENTIAL

5% of base rate for hours worked between 6 P.M. and 6 A.M.

DEGREE INCENTIVE

Employees who successfully complete a bachelor's degree shall receive a \$110/month stipend (job related and approved by the City Manager).

UNIFORM ALLOWANCE

- \$75.00/ mo. - Police Department (required to wear on a daily basis)
- \$30.00/ mo. – Police Department (not required on daily basis)
- \$100.00/ mo. - Code Compliance & Fire

For Public Works and Facilities employees who are required to wear a uniform, the City shall provide eleven uniform sets and shall provide regular cleaning and repair service for such uniforms. The value of this service is reported as earnings per pay period for CalPERS purposes.

VACATION LEAVE

Vacation Accrual	Hrs./Pay Period	Hrs./Year
Less than 2 years	3.69	96
2 – 5 years	4.62	120
6 – 9 years	5.54	144
10 – 14 years	6.46	168
15 +	8.31	216

HOLIDAYS

CITY HALL OFFICES SHALL BE CLOSED FOR PURPOSES OF TRANSACTING BUSINESS ON THE FOLLOWING HOLIDAYS:

1. January 1 (New Year's Day)*
2. Third Monday in January (Martin Luther King Jr.)
3. Third Monday in February (President's Day)
4. Last Monday in May (Memorial Day)
5. July 4 (Independence Day)*
6. First Monday in September (Labor Day)
7. November 11 (Veterans Day)*
8. Fourth Thursday in November (Thanksgiving Day)
9. Friday following Thanksgiving Day (4/10 Floating – 5/8 Holiday)
10. December 25 (Christmas Day)*

**For 4/10 employees, holidays falling on Friday or Saturday will be banked as Float hours.*

FLOAT TIME

In addition, employees shall be credited with floating holiday hours with the first additional hours credited on January 1, the second credited on July 1, and the third credited on September 1 to bring the total combined hours of the above holidays and float hours to 144 per year for all employees.

- 5/8 employees – 21.33 float hours
- 4/10 employees – 13.5 float hours
- 3/12 employees – 8 float hours

SICK LEAVE

Sick Accrual	Hrs./Pay Period	Hrs./Year
Sick Accrual	3.69	96

GROUP LIFE / AD&D

The City provides employee group term life insurance coverage at one (1) time annual salary rate as well as Accidental Death and Dismemberment. Employees may purchase additional life insurance at the employee's expense.

LONG TERM DISABILITY INSURANCE

The City provides a salary continuation insurance plan for each full-time employee. Long Term Disability pays 60% of the employee’s weekly salary after 180 days. Disability pay is coordinated with accrued sick leave and vacation to make up the employee’s full salary whenever possible during the disability period.

DEFERRED COMPENSATION

The City offers a joint contribution 457b Deferred Compensation plan through two companies [MissionSquare Retirement](#) & [Pentegra](#) - City match is up to \$46.16.

2022 Contribution Limits	Employer Contribution 26 pay periods	Employee Contribution (Max) If deduction is to be taken all 26 pay days:
Standard Limit = \$20,500 City Match \$46.16 for 26 pay periods Employee Limit: \$19,299.84	\$46.16 per pay period \$1200.16 per year	Max of \$742.30 per pay period
“Age 50” Catch-up Limit = \$27,000 City Match \$46.16 for 26 pay periods Employee Limit: \$25,799.84	\$46.16 per pay period \$1200.16 per year	Max of \$742.30 per pay period
“Pre-Retirement” Catch-Up 3 years before retirement Limit = \$41,000 City Match \$46.16 for 26 pay periods Employee Limit: \$39,799.84	\$46.16 per pay period \$1200.16 per year	Max of \$1,530.76 per pay period

WELLNESS REIMBURSEMENT

Employees who participate in an approved wellness program intended to reduce job-related stress and improve general physical and mental health may receive a reimbursement for 75% of the cost of the program up to a maximum of \$600 per Calendar Year.

EDUCATIONAL REIMBURSEMENT

Employees may be reimbursed for job enhancing education in an amount not to exceed \$4,000 in any one fiscal year with a lifetime total accumulation not to exceed \$8,000. Reimbursement shall be based upon the City reimbursing 80% of the reasonably incurred cost of education, including tuition, fees and books.

EMPLOYEE ASSISTANCE PROGRAM (MHN)

The EAP provides services for everyday life situations. Employees are entitled to 8 face-to-face session or telephonic or web video consultations for problem solving support per incident, per policy year. Information is available in the [Employee Benefit Guide](#).

GROUP INSURANCE PLAN - HEALTH

Employees and their qualified dependents become eligible on the first day of the month following month of hire. To view a description of the health plans, please review the [Employee Benefit Guide](#).

The City offers a cafeteria-like plan. Employees may choose a health plan with a lower rate than that of the cap amount, and utilize the difference toward the purchase of dental, vision and/or short-term disability through the City. **Any balance due shall be deducted from the employee's paycheck on a bi-weekly basis.** Any amount remaining stays with the City.

For AFSCME employees hired on or after November 1, 2020, the City will make a \$150 per month contribution to an employee Health Reimbursement Arrangement (HRA) and associated fixed dollar cost of administration. The contribution is for active employees only and shall cease when the employee leaves City employments.

2022 MEDICAL RATES					
REGION 3 RATES LISTED – LOS ANGELES/RIVERSIDE/SAN BERNARDINO COUNTIES					
. IF YOU RESIDE IN A DIFFERENT COUNTY SUCH AS SAN DIEGO/ORANGE/IMPERIAL, PLEASE CONTACT HR FOR THE APPROPRIATE RATES.					
REGION 3 CAPS/ALLOWANCES ARE USED FOR ALL REGIONS.					
Health Benefits	Plan	EE Only	EE+1	EE+2+	Selection
Mo. Allowance		\$1,007.09	\$1,952.56	\$2,538.33	
Anthem HMO Select	HMO	\$676.48	\$1,352.96	\$1,758.85	
Anthem HMO Traditional	HMO	\$935.57	\$1,871.14	\$2,432.48	
Blue Shield Access+	HMO	\$779.87	\$1,559.74	\$2,027.66	
Blue Shield Trio	HMO	\$668.13	\$1,336.26	\$1,737.14	
Health Net Salud y Mas	HMO	\$463.87	\$927.74	\$1,206.06	
Health Net SmartCare	HMO	\$764.96	\$1,529.92	\$1,988.90	
Kaiser Permanente	HMO	\$719.78	\$1,439.56	\$1,871.43	
PERS Platinum	PPO	\$863.37	\$1,726.74	\$2,244.76	
Pers Gold	PPO	\$575.56	\$1,151.12	\$1,496.46	
PORAC	PPO	\$775.00	\$1,475.00	\$1,894.00	
United Healthcare Alliance	HMO	\$771.85	\$1,543.70	\$2,006.81	
United Healthcare Harmony	HMO	\$714.28	\$1,428.56	\$1,857.13	
MetLife VSP Vision	VSP	\$8.45	\$18.86	\$18.86	
MetLife Dental	HMO	\$17.42	\$32.53	\$51.59	
MetLife Dental	PPO	\$40.32	\$77.26	\$129.02	

HEALTH INSURANCE WAIVER

Any eligible employee who provides the City with evidence of health insurance under a separate policy and requests to be omitted from the City's coverage shall receive \$250 per month, as an "in lieu" payment. Employees may purchase dental, vision, short-term disability and other voluntary benefits as a payroll deduction.

CALPERS RETIREMENT PROGRAM

The California Public Employees' Retirement System (CalPERS) offers a defined benefit retirement plan. It provides benefits based on members' years of service, age, and final compensation. In addition, benefits are provided for disability, death, and payments to survivors or beneficiaries of eligible members. Once a member, you can register to get immediate access to CalPERS at: <http://www.calpers.ca.gov/mycalpers>

Member	Enroll Date	Formula	Member Rate
(FINAL DETERMINATION MADE BY CalPERS)			
Miscellaneous "Classic"	10/10/1982	2%@55 1 yr. final comp	9% pre-tax member contribution w/ 7% EPMC reported as Special Compensation
Miscellaneous Second Level	11/25/2012	2%@60 3 yr. final comp	
Miscellaneous PEPPRA NEW	01/01/13	2%@62 3 yr. final comp	8.65% pre-tax member contribution

CalPERS has created a publication that contains valuable information for members who are requesting to purchase active duty military service credit prior to CalPERS membership, and/or military leave of absence service. The [Publication 15](#) is titled, *A Guide to Your CalPERS Military Service Credit Options*; available online through the CalPERS website.

GROUP HEALTH PLAN UPON RETIREMENT

LEVEL 1 HIRED PRIOR TO NOVEMBER 25, 2012	LEVEL 2 HIRED BETWEEN NOV 25, 2012 & OCT 31, 2020	HIRED ON OR AFTER NOV 1, 2020														
All such retired unit members shall be eligible for a City-paid contribution equivalent to the current amount provided to active unit members.	The City pays a portion based on the total completed years of service with CalPERS; Minimum 5 years with the City. STATE VESTING SCHEDULE: <table border="1"> <tr> <td>5-10 Yrs.</td> <td>PEMHCA Minimum</td> </tr> <tr> <td>10 Yrs.</td> <td>50%</td> </tr> <tr> <td>11 Yrs.</td> <td>55%</td> </tr> <tr> <td>↓</td> <td>add 5% for each completed year</td> </tr> <tr> <td>>20</td> <td>100%</td> </tr> </table>	5-10 Yrs.	PEMHCA Minimum	10 Yrs.	50%	11 Yrs.	55%	↓	add 5% for each completed year	>20	100%	The City will pay only the PEMHCA minimum towards retiree health benefits. The retiree will have access to HRA funds upon separation from employment. <table border="1"> <tr> <td colspan="2">PEMHCA Minimum</td> </tr> <tr> <td>2022</td> <td>\$149</td> </tr> </table>	PEMHCA Minimum		2022	\$149
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PEMHCA Minimum																
2022	\$149															

This is intended only to summarize key benefits, and is in no way meant to supersede, change or alter in any manner the employment rights and/or benefits of employees in the Unit. For additional information, please refer to the AFSCME Memorandum of Understanding. Copies of the Benefit Plan Booklet can be obtained on-line at www.cathedralcity.gov.