

# CITY OF CATHEDRAL CITY

## Summary Statement of Benefits

Non-Rep | Confidential | Exec

Revised 06.02.22



### SALARY INCREASE

Salaries will be increased by the following amounts on the first full pay period following the effective date:

- 3% effective the first full pay period following July 1, 2023
- 3% effective the first full pay period following July 1, 2024

### WORK WEEK/PAY DAYS

Pay-days are every other Tuesday. There are 26 pay periods per year.

The work week begins at 12:01 a.m. Sunday and ends at Midnight the following Saturday.

### 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 additional 2.5% increases.

### LONGEVITY

TIER 1	YRS OF SVC.	TIER 2 (EFFECTIVE 7/1/2022)	
7.5% Stipend	<b>15 Years</b>	7.5%	One-Time supplemental lump sum payment
5% Stipend	<b>20 Years</b>	5%	One-Time supplemental lump sum payment
2.5% Stipend	<b>25 Years</b>	5%	One-Time supplemental lump sum payment

### BILINGUAL PAY

Tier 1 2.5% per pay period.	Tier 2 (Effective 7/1/2022) \$100 per month
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### EDUCATION INCENTIVES

Master's degree (Safety and Non-Safety)	TIER 1 5%	TIER 2 (Effective 7/1/2022) 2.5%
SAFETY	5% P.O.S.T. Executive Certificate (Police Chief Only)	

### UNIFORM

Safety (Police/Fire) 140 / mo. Uniform Allowance	Employees shall be reimbursed for uniform and/or equipment required to perform the duties of their position on an as-needed basis.
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## CAR ALLOWANCE

\$200 Stipend / Month	Approved by CM
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## SMARTPHONE STIPEND

\$55 stipend / Month	Approved by CM
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## VACATION LEAVE

Employees hired after 09/01/2016 shall accrue no more than three (3) times their annual vacation allotment

DEPT. HEADS & OTHER DEFINED "KEY EMPLOYEES"				ALL OTHER NON-REPRESENTED EMPLOYEES			
	Hrs./Pay Period	Hrs./Yr.	Max Accrual		Hrs./Pay Period	Hrs./Yr.	Max Accrual
< than 2 years	7.38	192	576	< than 2 years	5.54	144	432
2 – 6 years	8.31	216	648	2 – 6 years	6.46	168	504
6 – 10 years	9.23	240	720	6 – 10 years	7.38	192	576
> than 10 years	10.15	264	792	> than 10 years	8.31	216	648

## SICK LEAVE

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

## SICK LEAVE ACCRUAL

### Tier 1 – Employees hired prior to September 1, 2016.

Accumulated sick leave may not exceed 960 hours. Continuous employment of three (3) years or more may receive a cash out:

- At 3 yrs. 25% cash payment for unused hours.
- At 5 yrs. 50% cash payment for unused hours.
- At 7 yrs. 100% cash payment for unused hours.

### Tier 2 - Employees hired on or after September 1, 2016.

There shall be no limit on the number of sick leave hours employees may accrue. Upon separation, with completion of five (5) years of service with the City, employees may cash out up to 25% of sick leave hours. Payment shall be at base salary rate. Such employees, upon retirement from the City, may apply all accrued sick leave hours to CalPERS service credit conversion, or may cash out up to 25% of sick leave hours.

## SICK LEAVE CONVERSION

**Tier 1 - Employees Hired Prior to September 1, 2016.** Employees with at least two (2) years employment with the City may at their option convert accrued sick leave in excess of one hundred twenty (120) hours to vacation days according to the following schedule:

Continuous Employment	Sick Leave to Vacation Conversion
2 years	4 hours to 1 hour
5 years	2 hours to 1 hour
10 years	1 hour to 1 hour

### **Tier 2 - Employees Hired on or After September 1, 2016.**

There shall be no conversion of sick leave hours to vacation leave.

## HOLIDAYS/FLOAT HOURS

Holidays: The public offices of the City of Cathedral City shall be closed on the dates set forth in the approved Annual Holiday Council Resolution. If the holidays fall on the employee's regular day off, the value of the holiday will be credited as a floating holiday.

Floating Holiday: In addition to the holidays, 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 holidays and float hours to 144 per calendar year for all employees.

Effective January 1, 2023, Floating Holidays shall be credited with the remaining holiday hours twice a year on January 1 and July 1 to bring a total combined hours of holiday and float hours to 144 per calendar year for all employees.

## FLOATING HOLIDAY ACCRUAL LIMIT

**Tier 1** – Employees hired prior to September 1, 2016, are allowed to accumulate floating holiday hours and may carry over those unused float hours to succeeding calendar years.

**Tier 2** - Employees hired on or after September 1, 2016 are allowed to accumulate floating holiday hours during a given fiscal year; however, the float hours shall not be carried over into a subsequent fiscal year.

Any float hours remaining in an employee's bank shall be cashed out through payroll processing in the second paycheck of June of each year.

## DEFERRED COMPENSATION

**457 Plan:** The City will match the employee's contribution up to a maximum of \$55.00 per pay period into an approved deferred compensation plan selected by the employee from the provider(s) offered from time to time by the city.

**401(a) Plan:** Employees covered by these Regulations shall participate in a 401(a) plan. Plan holder: MissionSquare (Mandatory contribution \$50 per pay period – no City match).

## GROUP LIFE/AD&D

The City provides employee group term life insurance coverage at two (2) times annual salary rate, capped at \$400,000, 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 66-2/3% of the employee's weekly salary after 180 days. Disability pay is coordinated with accrued sick and vacation leave to make up the employee's full salary whenever possible during the disability period.

## 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 date of hire. To view a description of the health plans, please review the [Employee Benefit Guide](#).

The city offers a cafeteria-like plan. Non-represented 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 Non-Represented employees hired on or after July 1, 2022, 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
<b>MONTHLY ALLOWANCE</b>		<b>\$ 930.00</b>	<b>\$ 1,800.00</b>	<b>\$ 2,300.00</b>	
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	PPO	\$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.

### WELLNESS REIMBURSEMENT

Employees can be reimbursed up to \$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 calendar 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.

### CALPERS RETIREMENT PROGRAM

The California Public Employees' Retirement System (CalPERS) offers a defined benefit retirement plan. Benefits are based on member's age, years of service 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
<b>FINAL DETERMINATION MADE BY CalPERS</b>			
Miscellaneous "Classic"	10/10/1982	2%@55 1 yr. highest comp	9% pre-tax member contribution w/ 7% EPMC reported as Special Compensation
Miscellaneous "Classic" Second Level	11/25/2012	2%@60 3 yr. final comp	
Miscellaneous PEPRA NEW	01/01/13	2%@62 3 yr. final comp	6.75% pre-tax member contribution
Police "Classic"	3/10/1985	3%@55 1 yr. final comp	12% pre-tax member contribution w/ 7% EPMC reported as Special Compensation
Police PEPRA NEW	01/01/13	2.7%@57 3 yrs. final comp	13% pre-tax member contribution
Fire "Classic"	03/10/1985	3%@55 1 yr. final comp	12% pre-tax member contribution with 7% EPMC reported to CalPERS pre-tax
Fire "Classic" Second Level	11/25/2012	2%@55 3 yr. final comp	
Fire PEPRA NEW	01/01/2013	2%@57 3 yr. final comp	10% pre-tax member contribution

### CALPERS COMPENSATION LIMITS

2022 CALPERS COMPENSATION LIMITS	
CalPERS CLASSIC MEMBERS Hired between July 1, 1996 – 12/31/2012	CalPERS PEPRA NEW MEMBERS Hired after 01/01/2013
\$305,000	\$191,969

### GROUP HEALTH PLAN UPON RETIREMENT

HRA monthly contribution rate as of 7/1/2022 will be \$150/mo.

NON-REPRESENTED EMPLOYEES HIRED ON OR AFTER 08/01/2019 | The City will pay only the PEMHCA Minimum towards retiree health benefits.

The retiree will have access to HRA funds upon separation from employment.

PEMHCA Minimum

2022	\$149
2023	\$151