

CITY OF CAMARILLO

2020 BENEFIT SUMMARY

LEAVE ACCRUALS & PROGRAMS

Vacation Leave

Earned on a pro-rata basis each pay period, based on completed years of service. Max Accrual

0-4 yrs	3.080 hrs/pp	80 hrs/yr	200 hrs
5-9 yrs	4.616 hrs/pp	120 hrs/yr	300 hrs
10-14 yrs	6.152 hrs/pp	160 hrs/yr	400 hrs
15 yrs	6.464 hrs/pp	168 hrs/yr	420 hrs
16 yrs	6.768 hrs/pp	176 hrs/yr	440 hrs
17 yrs	7.080 hrs/pp	184 hrs/yr	460 hrs
18 yrs	7.384 hrs/pp	192 hrs/yr	480 hrs
19+ yrs	7.696 hrs/pp	200 hrs/yr	500 hrs

**Accruals pro-rated for regular part-time employees*

Holidays

11 Holidays (88 hours)* + 3 Floating Holidays (24 hours)*
May cash out 8 hours of Floating Holiday annually – must have 5 years of City service and must have used 40 hours of vacation during the year.

**pro-rated for regular part-time employees*

Sick Leave

96 hours/year – (3.696 hrs/pp)*

**pro-rated for regular part-time employees*

Sick Leave Value

Cash out value upon separation

0-5 yrs	0%
5-10 yrs	25%
10-15 yrs	50%
15+ yrs	100%

Management Leave

May cash out 60% annually – must have used 40 hrs of vacation during the year

City Manager	80 hours
Assistant City Manager & Directors	64 hours
Assistant Directors, Deputy Directors, Deputy City Clerk	48 hours
Mid-Managers	32 hours

Comprehensive Annual Leave (CAL-Time)

Sanitation District employees: combines vacation, sick and floating holiday leave accruals.

0-4 yrs	6.152 hrs/pp	160 hrs/yr
5-9 yrs	7.688 hrs/pp	200 hrs/yr
10-14 yrs	9.232 hrs/pp	240 hrs/yr
15 yrs	9.544 hrs/pp	248 hrs/yr
16 yrs	9.848 hrs/pp	256 hrs/yr
17 yrs	10.152 hrs/pp	264 hrs/yr
18 yrs	10.464 hrs/pp	272 hrs/yr
19+ yrs	11.080 hrs/pp	288 hrs/yr

Family Medical Leave & Pregnancy Disability Leave (PDL)

Eligible employees may take up to 12 weeks of leave w/in 12 month period. PDL allows for a reasonable period of leave, not to exceed 4 months.

Humanitarian Employee Leave Program (HELP)

A voluntary leave donation program to assist employees who are in need of additional leave time due to a serious illness or injury.

EMPLOYEE LOAN PROGRAM

ICMA 401a / 457 Plan Loans

You may apply for loans from your ICMA 401a or 457 plan either online at www.icmarc.org or by completing a loan packet available in HR. Loans are repaid through after-tax payroll deductions.

HEALTH & WELFARE BENEFITS

PERS Health

CalPERS offers 7 HMOs and 3 PPOs. City contributes \$139.00/mo to all enrollees (including retirees).

City Flex Credit

City sets monthly flex credit at 90% of Family PERS Choice Rate, less the mandatory health contribution. Current rate is \$1,584.00/mo (pro-rated for regular part-time employees).

Delta Dental

Maximum annual benefit: \$1,500/person; plus \$1,500 lifetime max/person for orthodontia care.

Vision Service Plan

Annual exam and lenses covered in full; frames covered every two years.

Life Insurance

Term life policy – Annual salary + \$5,000 rounded up to the next increment of \$5,000 to a max of \$200,000. Dependent life – \$2,000/spouse and dependent child(ren)

Accidental Death & Dismemberment Insurance

Maximum benefit is equivalent to life insurance – see booklet for payout schedule.

Employee Assistant Program (EAP)

Six sessions per incident per year are covered.

Short-Term Disability

66 2/3% of base wages to max benefit of \$2,192/wk. Waiting period: 0 days for injury/hospitalization; 7 days for illness.

Long-Term Disability

66 2/3% of base wages to max benefit of \$9,500/mo. Waiting period: 180 days. Benefits may continue until normal retirement age – see booklet for details.

Workers Compensation

Administered by YORK – Temporary disability paid at 66 2/3% of base wages to max of \$1,299.43/wk for injuries occurring 01/01/2020 or later; medical/hospital costs are covered in full.

Section 125 Plan

Health insurance premiums deducted pre tax; Flexible Spending Accounts allow pre-tax deductions up to \$2,750 for out-of-pocket health costs and \$5,000 for childcare costs.

Bi-Annual Physical

Executive employees allowed to participate in UCLA program on a bi-annual basis.

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RETIREMENT BENEFITS

PERS Retirement

Classic Employees: 2% @ 55, employee contrib: 0%
PEPRA Members: 2% @ 62, employee contrib: 6.75%

PERS 1-yr Final Compensation (Classic Members)

12 highest consecutive months will be the period used to determine the average monthly pay rate when calculating retirement benefits.

PERS 4th Level 1959 Survivor Benefit

The monthly allowance payable to eligible survivors ranges from \$950 - \$2,280 per month. See section 21574 for details.

PERS Pre-Retirement Optional Settlement 2 Death Benefit

The benefit is a monthly allowance equal to the amount the member would have received if they had retired from service on the date of death and elected Optional Settlement 2, the highest monthly allowance a member can leave a spouse.

PERS Post-Retirement Survivor Allowance (PRSA)

Upon the death of a member after retirement, an allowance shall be continued to the surviving spouse, unmarried dependent children or surviving parents. See section 21624, 21626, and 21628 for details.

PERS PRSA Continuance

The PRSA benefit will not cease upon remarriage of the surviving spouse.

PERS Service Credit for Unused Sick Leave

Unused accumulated sick leave may be converted to service credit at the rate of 0.004 year of service credit for each day of unused sick leave (i.e., 250 days of sick leave equals one year of service credit).

PERS Military Service Credit

A member may elect to purchase up to 4 years of service credit for any continuous active military or merchant marine service prior to employment.

PERS Peace Corps or AmeriCorps Service Credit

A member may elect to purchase up to 3 years of service credit for any volunteer service in the Peace Corps or AmeriCorps.

Defined Contribution Plan (401a Plan)

City contributes 7% of salary for all regular employees.

Deferred Compensation Plan (457 Plan)

All employees are eligible to participate in the 457 plans administered by ICMA or Nationwide. City contributes 3% of salary for Executive employees.

Deferred Compensation for Part-Time, Temporary and Seasonal Employees (457 PTS Plan)

Employees not eligible for PERS contribute 0.5% of salary. City contributes 7% of salary for enrollees.

Retirement Health Savings (RHS) Plan

Investment vehicle funded by employee contributions to pay for medical benefits upon retirement or separation from the City. Mandatory participation for designated employee groups.

COMPENSATION & ALLOWANCES

Salary Structure

7.5% above market – benchmarks surveyed annually, 1% increments between Bands.

Auto Allowance

Allowances ranging from \$175-\$500/month for designated mid-management and executive employees; pool car is available to all other employees not receiving allowance.

Boot Allowance

\$180/fy for eligible employees

Cell Phone Allowance

\$45/mo to designated employees (Policy 2.14)

Education Reimbursement

75% of expenses up to \$1,800/fy

PROFICIENCY PAYS*

**pro-rated for regular part-time employees*

Arborist Certification Pay*

\$150/mo to designated employees

Backflow Pay*

\$100/mo to designated employees

Bilingual Pay*

\$50/month to designated employees

Commercial License Pay*

Class A - \$50/mo to designated employees
Class B - \$25/mo to designated employees

On-Call Pay

\$1.50/hr to designated employees

Pesticide Applicator Pay*

\$100/mo to designated employees

OPTIONAL BENEFITS

Colonial Supplemental Insurance

Employees may purchase supplemental lines of insurance through payroll deductions.

LegalShield

Employees may purchase pre-paid legal services and identity theft protection through payroll deductions.

SAFETY INCENTIVE PROGRAM

Quarterly Incentive

Employees (divided into 6 categories) accrue leave credits for every quarter in which a lost-time work-related event does not occur. Maximum leave accrual is 20 hours.

Semi-Annual Incentive

City-Wide Social Event for every consecutive 6 months without a lost time incident.

Annual Incentive

Lunch for every consecutive 12 months without a lost time incident.