



# Benefits Information

Salaries for full time employees are set on a five-step compensation plan for each classification. Appointments are normally made at the first step. An employee is eligible for advancement after successful completion of an orientation period. All full-time employees are paid on a bi-weekly basis on alternate Fridays. Direct Deposit of paychecks is encouraged.

**The City of Santa Paula provides a Cafeteria Benefit of \$832.81 - \$914.60 (depending on bargaining unit), to be used towards Health/Dental premiums for the employee and his/her eligible dependents. Any remaining balance of the benefit package is paid to the employee as taxable earnings.**

**Medical** – The City offers a comprehensive medical package. Employees have the option to choose coverage for themselves and his/her dependants from Aetna HealthWorks HMO, CalPERS Blue Shield, CalPERS Blue Shield Net Value, CalPERS Kaiser, Cal PERS Select PPO, CalPERS PPO Choice, and CalPERS Care PPO.

**Dental** – The City offers Dental Coverage to employee and their dependants through two carriers, Principal Dental (PPO) and Safeguard Dental (HMO).

**Vision** – The City offers Vision coverage through Principal Insurance. The plan offers a discounted plan towards eye exams, eyeglass frames and eyeglass lenses.

**Supplemental Insurance** - Employees have the opportunity to purchase extra Insurance coverage through Colonial Insurance. Supplemental coverage includes Cancer, Life, Disability, Critical Illness, Accident and Hospital Confinement for employees as well as their dependants. Premiums are deducted on either a pre or post tax basis depending on coverage.

**Flexible Spending Account** – The City offers a Flexible Spending Account (FSA) for employees to cover any additional out of pocket costs for premium conversion, dependant care and health care. Employees can set aside up to \$5,000 from their paycheck on a pre-tax basis to offset additional costs for any qualified, medically necessary medical, dental or optical expenses that are not covered by any of the employee's insurance plans. In addition, an employee may also use the FSA to offset daycare expenses for eligible children or elderly dependants.

**Long Term Care (supplemental)** – The City offers Long Term Care Insurance through CalPERS. Long Term Care Insurance is extended care you may need due to a serious accident, chronic illness or the frailties of old age.

**CalPERS Retirement-** All regular employees become members of the California Public Employees Retirement System (CalPERS). This program is transferable to many other public agencies in California. The City provides **2.0%** at age 55-retirement plan for miscellaneous employees; (the employee pays the contribution to PERS of 6% on a tax-deferred basis; the City pays 1%); for all sworn Police employees, the City provides **3.0%** at age 50-retirement plan (the City pays for the employee contribution to PERS of 9%) and Fire employees, the City provides **3.0%** at age 50- retirement plan (the employee pays the contribution to PERS of 2% on a tax-deferred basis; the City pays 7%).

**Deferred Compensation** – The city also offers to Full Time employees the option to participate in deferred compensation plan through ICMA 457 Retirement or Hartford. Employees may opt to have a flat rate or percentage deducted from their salary on a bi-weekly basis to be contributed to their 457 Retirement Plan.

**Additional Insurance** – In addition to supplemental life insurance, the City also offers to Full Time employees Long Term Disability (paid by the City) and Accidental Death and Dismemberment (optional, deducted from employees salary)

**Employee Assistance Program** – The City offers an Employee Assistance Program (EAP) with a wide range of programs to assist employees to manage life's challenges such as mental health services, child and elder care, financial services, legal services and daily living services.

**Vacation** - Vacation accrues at the rate of 12 to 25 days per year depending upon length of service.

**Sick Leave** - Employees start with a bank of 40 hours and accrue sick leave at the rate of one day per month.

**Holidays** – 12 paid holidays each calendar year