



CITY OF POWAY
SAFETY EMPLOYEES
 (DECEMBER 1, 2019 – NOVEMBER 30, 2020)

HEALTH

Medical premiums for each employee are paid in full by the City. Dependents of each employee may also be covered by health benefit coverage, upon proper application and acceptance. The cost of dependent coverage of the medical and dental plan will be shared equally between the City and the employee for any PPO plans. The City will pay 60% of the contribution for dependent care for HMO medical plans. The employee contributes 40% of the dependent contribution. The City also maintains a Flexible Benefits Program (Health Care FSA and Dependent Care FSA) in accordance with applicable IRS statutes and the Affordable Health Care for America Act (AHCAA) in order to provide employees the greatest possible tax benefit.

Medical	Full Time EE Deduction (Per Pay Period)	Part Time EE Deduction (Per Pay Period)	¼ Time EE Deduction (Per Pay Period)
Kaiser HMO			
Employee Only	\$0.00	\$121.44	\$60.72
Employee + 1 Dependent	\$97.20	\$303.69	\$212.60
Employee + 2 or more	\$177.87	\$454.95	\$338.64
Cigna HMO			
Employee Only	\$0.00	\$185.58	\$92.79
Employee + 1 Dependent	\$163.31	\$491.78	\$347.96
Employee + 2 or more	\$296.92	\$742.31	\$556.73
Cigna PPO			
Employee Only	\$0.00	\$236.95	\$118.47
Employee + 1 Dependent	\$260.65	\$627.92	\$444.29
Employee + 2 or more	\$473.90	\$947.80	\$710.85

Dental and Vision	Full Time EE Deduction (Per Pay Period)	Part Time EE Deduction (Per Pay Period)	¼ Time EE Deduction (Per Pay Period)
Delta Dental HMO			
Employee Only	\$0.00	\$3.26	\$1.63
Employee + 1 Dependent	\$2.75	\$7.38	\$5.07
Employee + 2 or more	\$6.28	\$12.68	\$9.48
Delta Dental PPO			
Employee Only	\$0.00	\$11.00	\$5.50
Employee + 1 Dependent	\$11.22	\$27.84	\$19.53
Employee + 2 or more	\$20.80	\$42.20	\$31.50
Anthem Blue View Vision			
Employee /Dependents	\$0.00	\$2.88	\$1.44

RETIREMENT

The City contracts with the California Public Employees Retirement System (CalPERS) for its retirement benefits.

Retirement Tier – Miscellaneous	Retirement Formula
Tier 1 – Classic	3% @ 50
Tier 2 – Classic	3% @ 55
Tier 3 – New Member (PEPRA)	2.7% @ 57

DEFERRED COMPENSATION

Participation in a 457 deferred compensation plan is available to all regular employees and is voluntary.

RETIREMENT HEALTH SAVINGS

The City will contribute \$35.38 per full biweekly pay period into each employee’s RHS account. Regular full-time employees who satisfy the provision contained in Article 8, section 7.C. of the Memorandum of Understanding between the City of Poway and the Safety Employees must contribute 40 hours of their sick leave to a Retirement Health Savings Plan as a cash deposit. Retiring employees will have unused sick leave converted to a cash contribution to the RHSP up to a maximum of \$10,000 at retirement. The RHS Plan is an employer sponsored, tax-advantaged saving and investing plan designed to help employees and their loved ones pay for future health-care costs.

LIFE, ACCIDENTAL DEATH & DISMEMBERMENT, & DISABILITY INSURANCE

The City provides Group Term Life Insurance, Accidental Death & Dismemberment (AD&D), Short-Term (STD) and Long-Term Disability (LTD) Insurance. Group Term Life Insurance & AD&D is equal to 1.5 times your annual salary up to a maximum of \$350,000. STD and LTD benefits are equal to 66 2/3% of your monthly earnings up to a maximum of \$5,000. Supplemental life insurance for employees and family members is available by payroll deduction at reasonable group rates and is portable.

SICK LEAVE & FAMILY SICK LEAVE

The City provides 144 hours each year of paid sick leave to all probationary and regular employees within the unit who are employed in regular full-time positions. Accumulation of sick leave is unlimited. There are sick leave incentive and conversion programs available to those who qualify. A 112-hour biweekly employee may use accrued, paid sick leave up to three (3) twenty-four hour shifts (72 hours) in each fiscal year to care for a parent, parent-in-law, child, spouse, domestic partner, grandparent, grandchild or sibling.

VACATION

112-hour biweekly employees earn vacation hours based on the following years of service*:

Years of Service	Biweekly Accrual Rate	Annual Accrued Hours	Maximum Accumulation
Hire – 5 Years	5.538 hours	143.99 hours	287.98 hours
5 – 10 Years	6.923 hours	180.00 hours	360.00 hours
10 – 15 Years	8.308 hours	216.01 hours	432.02 hours
15+ Years	9.231 hours	240.01 hours	480.01 hours

**All employees in the unit shall be entitled to vacation leave with pay except those employees who have served less than twelve continuous months in the service of the City.*

HOLIDAYS

The City observes 10 holidays each year. 112-hour biweekly employees in this unit are paid 12 hours holiday pay in addition to regular pay, whether on or off duty on the designated holiday.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

24-hour confidential resources for counseling and support services are available to employees and their household members. Six sessions per issue are available each calendar year.

TUITION ASSISTANCE

Eligible employees may receive up to \$1,500 per fiscal year for the actual cost paid for tuition, books and required technical supplies and equipment. The total funds available to the Association will be \$10,000 each fiscal year and will be available on a first-come, first-serve basis.

SOCIAL SECURITY & MEDICARE

The City does not participate in the Social Security program. The City and employees each pay 1.45% for Medicare insurance.

This document is intended to provide a general summary of benefits available to full-time, regular employees of the City of Poway. Exact benefits an employee is entitled to receive are determined by the City Council through collective bargaining agreements between the City and the union representing the employee's classification, as well as through various Resolutions, Ordinances, and insurance plan documents. If there is a conflict of information in this summary and the official plans/contracts, the official document will prevail.