

Summary of Benefits Management Employees



City of Sierra Madre

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PERS Retirement

- Classic Members
 - 2.5% @ 55 misc. / 3% @ 55 safety
 - Single highest year calculation
- New Members
 - 2% @ 62 misc. / 2.7% @ 57 safety
 - Three highest years calculation
- Level IV Survivor benefit

Medical, Dental, & Vision Insurance

- PERS Medical Plans available (HMO/PPO)
- City benefit fully paid (100%) for employee and dependents

Life & Accidental Death Insurance

- Term Life Policy \$50,000 for employee

Disability

- City pays full cost of short- and long-term disability insurance

Deferred Compensation

- Income may be deferred through plans with ICMA
- City contributes \$100 per pay period (\$2,600 annually)
- City contributes an additional \$100 per pay period if no dependents registered for medical, dental, and vision insurances

Vacation Leave

- 96 hours per year, with additional accrual for each year of service after four years
- For new hires, vacation based on years of public service
- Buy back option, with limitations

Management Leave

- 80 hours per year at July 1
- Buy back at anytime

Sick Leave

- Accruable at 96 hours per year
- Buy back option, with limitations

Holidays*

- New Year's Day
- Martin Luther King, Jr. Day
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- Veteran's Day
- Thanksgiving Day
- Friday after Thanksgiving Day
- Christmas Eve (4 hours)
- Christmas Day
- Work days between Christmas & New Year's

**Safety employees receive 104 hour bank July 1st in lieu of the above holidays*

Allowances

- Car – City vehicle or \$300/month
- Mobile Phone - \$65/month

Tuition Reimbursement

- Up to \$10,000 for cost of tuition.

Computer Loan Program

- Up to \$3,000 low interest loan

Alternative Work Week

- 9/80 work week

Flexible Spending Program

- Medical (\$2,500 annually)
- Childcare/parent care (\$5,000 annually)

Employee Assistance Program

- Health EAP
- WorkLife Services
- Confidential Advice

Ancillary Benefits

- Accident Insurance
- Additional Life Insurance
- Cancer Insurance
- Disability Insurance