City of SACRAMENTO
Department of Human Resources

BENEFITS AT A GLANCE

Auto, Marine and Specialty Painters, Local 1176, Unit 08

HEALTH AND WELFARE

Benefit Eligibility – Coverage begins for new hires and their eligible dependents on the first day of employment if that date is the first calendar day of the month designated. If employment begins after the first, coverage will begin the first day of the following month.

Eligible Dependents – Employee's spouse (the person legally married to under state law), State of California Registered Domestic Partner, your children or your spouse/domestic partner's children under the age of 26, your children or your spouse/domestic partner's children over the age 26 if they are incapacitated due to a disability and primarily dependent on you for support, children named in a Qualified Medical Child Support Order. The definition of a dependent child for the purposes of medical insurance shall also be in accordance with the Patient Protection and Affordable Care Act. *City affidavit for domestic partnership status for employee health benefits* may apply, depending upon your Labor Agreement.

Medical – The City offers three medical providers: Kaiser Permanente, Sutter Health Plus and Western Health Advantage. Employee pays the difference once City-paid contribution is applied. After the City contribution is applied to your chosen Medical coverage, any remaining funds will be applied towards your dental and/or vision premiums. City contributions are as follows:

- Employee Only $747.00/month
- Employee +1 $1193.00/month
- Employee +2 or more $1587.00/month

Dental – The City offers two dental plans provided by Delta Dental – Delta Dental PPO (includes Orthodontic and Implants) and DeltaCare USA (includes Orthodontic). The dental plans include coverage for eligible dependents.

Vision – The City offers two vision plans provided by Vision Service Plan (VSP) – a base plan and an enhanced plan. The vision plans include coverage for eligible dependents.

Flexible Spending Account (FSA) – The City offers a Healthcare, Dependent Care and Transportation FSA:

- Health Care FSA allows employees to use pre-tax dollars to receive reimbursement, up to $2700 annually, for eligible medical, dental, and vision expenses.
- Dependent Care FSA allows employees to use pre-tax dollars to receive reimbursement, up to $5000 annually, for eligible day care expenses for dependent children up to age 13.
- Transportation FSA allows employees to use pre-tax dollars to receive reimbursement up to $265 a month for commuter benefits program.

Supplemental Short-Term Disability – Employees can purchase supplemental short-term disability coverage to provide up to 66 2/3% of base salary.

Basic Term Life & Accidental Death and Dismemberment Insurance (AD&D) – The City provides $10,000 life insurance at no cost to employees.

Supplemental Life and AD&D – Available for employee purchase dependent upon Labor Agreement.

Dependent Life Insurance – Employees can purchase $2,000 or $5,000 life insurance for a spouse and/or child(ren) up to age 26.

Workers' Compensation – Employees are covered by the City's self-insured workers' compensation program.

Aflac Insurance – Employees can purchase Accident, Hospital Indemnity, or Critical Illness policies at the City's group rates.

LegalShield & Identity Theft Protection – Employees can purchase membership and have access to 24/7 expert legal advice, assistance on legal matters.

Liberty Mutual Home and Car Insurance – Employees are offered exclusive group savings and competitive rates.

RETIREMENT AND DEFERRED COMPENSATION

California Public Employees' Retirement System – The City contracts with the California Public Employees Retirement System (PERS): 2% @ 55 retirement formula for Classic PERS members and 2% @ 62 retirement formula for new enrollees to PERS. For more specific information, refer to the City's Labor Agreement for your Unit.

Social Security and Medicare – Both the City and the employee contribute 6.2% into Social Security and 1.45% into Medicare.

Deferred Compensation Plan – Enrollment in the City sponsored 457 Deferred Compensation Plan administered by Nationwide is voluntary. Contributions and earnings are tax deferred. Employees may enroll or change contributions once a month per IRS regulations. Employees can defer up to the annual amount fixed by the IRS. To allow for flexibility, the plan has loan and hardship withdrawal provisions. The City does not match employee contributions.

WORK/LIFE PROGRAMS

Employee Assistance Program (EAP) – EAP is a confidential service available to employees and their family, and is a program designed to help with emotional health issues and everyday challenges. Administered by Mental Health Network, EAP is easy to use and paid for by the City. EAP member services provide a wealth of resources that can help employees lead a healthy, happy, and well-balanced life – including emotional health, wellness, and work and life services for employees and their covered dependents. Employees and each of their family member are eligible for five (5) in-person sessions or telephonic consultations, per issue, per calendar year.

Transportation – The City encourages the use of public transportation. Full-time City employees who use Sacramento Regional Transit are eligible to receive eighty percent (80%) City-paid monthly bus passes. Part-time City employees are eligible to receive fifty percent (50%) City-paid monthly bus passes. If using other transportation modes such as Amtrak, the City will reimburse eligible full-time employees eighty percent (80%) of the costs up to a maximum of $120.00 per month and eligible part-time employees may be reimbursed fifty percent (50%) of the costs up to a maximum of $120.00 per month.

Holidays – The City observes 13 official holidays and 2 floating holidays.

Vacation – Employees may accumulate up to a maximum of 480 vacation hours. Vacation accrual rate is based on years of service:

Years of Service	Vacation Earned
0 to 5	10 days/80 hours
5 to 15	15 days/120 hours
16 +	20 days/160 hours

Sick Leave – City employees accrue sick leave based on the number of regular hours worked. Full-time employees earn 96 hours of sick leave per year. There is no maximum accumulation.

Personal Time Off (PTO) – Employees receive the equivalent of twenty-four (24) hours of annual paid PTO after ten (10) years of full time service.

State Disability Insurance (SDI) – Eligible career employees who file for SDI benefits in accordance with applicable State of California rules and procedures may integrate such SDI benefits with their own leave balances.

Other Leaves – The City also provides the following paid and unpaid leaves: bereavement leave, Family and Medical Leave (FMLA), California Family Rights Act (CFRA), pregnancy disability, parental leave, jury duty, and military duty leaves.

ADDITIONAL INFORMATION

Longevity Pay – Per Section 108 of City of Sacramento Charter, upon completion of twenty (20) years of service, an employee shall receive yearly thereafter a lump sum of $100 in addition to said employee's regular compensation. Upon completion of twenty-five (25) years of service, an employee shall receive yearly thereafter a lump sum of $200 in addition to said employee's regular compensation and in addition to the longevity allowance described above, for a total of $300.

Miscellaneous Allowances – Please refer to the current Auto, Marine and Specialty Painters, Local 1176 (Rep Unit 08) Labor Agreement for specific details regarding Standby Assignment/On-Call Pay, Night-Shift Premium Pay, and Tuition Reimbursement.

Uniforms – The City agrees to provide uniforms for employees in the Traffic Engineering Unit five days a week, (5-5-1), at no cost to the employee. For purposes of increased safety, the City will arrange to provide orange-colored shirts and safety-colored jackets to employees regularly working in streets.

Please refer to the current Auto, Marine and Specialty Painters, Local 1176 (Rep Unit 08) Labor Agreement for additional information regarding terms and conditions of employment.

Want to know what a specific health, dental or vision plan will cover as well as the associated costs? Please visit the Benefit Services Division webpage to review summaries of benefits and coverage documents.

For additional questions regarding City Benefits, please call Benefit Services at 916-808-5665 or email benefitservices@cityofsacramento.org.