



CITY OF ARVIN
2018-2019 Operating Budget

Summary of Benefits

Type of Benefit	Paid By	Employee Eligibility	Summary of Benefits
Benefits may vary dependent on the employee's union contract.			
Medical	The City	First of the month following thirty days of full time employment	Blue Shield Platinum Trio or Kaiser HMO 0/20 Plan. City pays 100% deductible for employees and dependants are based on union contract guidelines.
Dental	The City	First of the month following thirty days of full time employment	Guardian Dental. City pays 100% deductible for employees and dependant portion is based on union contract guidelines.
Vision	The City	First of the month following thirty days of full time employment	Guardian Vision. City pays 100% deductible for employees and dependant portion is based on union contract guidelines.
Cal - PERS Retirement: 2@55 Plan	The employee contributes 7% of gross salary, while the employer contributes 8.003%	Must be a full time employee and is active upon hire date. Part time employees may join after 1,000 hours of service. Contributions to plan vary by union contract.	Vesting period is 5 years. At point of retirement, employees earn 2% annual salary multiplied by years of service.
Cal - PERS Retirement: 2@62 Plan	The employee contributes 6.25% of gross salary, while the employer contributes 6.237%	Must be a full time employee and is active upon hire date. Part time employees may join after 1,000 hours of service. Contributions to plan vary by union contract.	Vesting period is 5 years. At point of retirement, employees earn 2% annual salary multiplied by years of service.
Deferred Compensation	The employee	Upon date of hire	Deferred Compensation Plan with ICMA- RC as the Plan Administrator. Employees may tax defer voluntary retirement contributions up to maximum allowed by Federal Law.
Vacation	The City	Vacation time accrues from the date of hire.	0-4 years : 80 hours/ year. 5-9 years: 120 hours/ year. 10+ years: 160 hours/ year
Sick	The City	Sick time accrues from the date of hire.	8 hours per month. 96 hours per calendar year.
Recognized Holidays	The City	Upon date of hire	New Year's Eve, New Year's Day, Martin Luther King, Jr. Day, President's Day, Cesar Chavez Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day.
Life Insurance	The City	Upon date of hire	Guardian \$50,000.00
Optional Life Insurance	The employee	Upon date of hire	Optional portable life insurance coverage is available for the employee, their spouse and children. Coverage amounts are subject to Underwriting approval.
Workers Compensation	The City	Upon employment	Covers employees in the event of work - related injuries.
Tuition Compensation	The City	First of the month following thirty days of full time employment	Based on union contract guidelines. Requires prior approval and subject to budgetary requirements.
Sec 125 Cafeteria Plan	The employee	First of the month following thirty days of full time employment	Employees can choose from a dependent care plan and a variety of other benefits.