

**CITY OF DIAMOND BAR
COMPENSATION PLAN
FY 2017-2018
BENEFITS**

Benefits	Paid By	Eligibility	Details
Benefit Allotment	City Paid	Designated Officials, Regular Full-Time and Regular Part-Time employees upon hire.	<p>A monthly allotment of \$1,270 (pro-rated for regular part-time employees) which can be applied to selected benefit options.</p> <p>a) Members of the City Council, Executive Management and employees defined as full-time exempt receive \$1,300 per month.</p> <p>b) Premiums for selected benefits options are paid from the monthly benefit allotment. The total of all premiums for selected benefits that exceed the monthly health benefit allotment are paid at the employees' expense as a bi-weekly pre-taxed payroll deduction.</p> <p>c) Employees who are not encumbering their entire benefit allotment will have those funds applied to a Section 457 deferred compensation plan offered through the International City Management Association (ICMA).</p>
Health	Benefit Allotment	Designated officials, Regular Full-Time and Regular Part-Time employees upon hire or during the annual open enrollment period.	Health coverage offered through the California Public Employees' Retirement System (CalPERS). Employees may select from available HMO and PPO plan options. Premiums vary depending on the health plan selected. If health coverage is selected, the premium is deducted from the monthly benefit allotment.
Dental	City Paid*/ Benefit Allotment	Designated Officials, Regular Full-Time and Regular Part-Time employees upon hire or during the annual open enrollment period.	<p>Two dental plans are available (Delta Care Prepaid or Delta Dental DPO) to Designated Officials, Regular Full-Time and Regular Part-Time employees and their eligible dependents. *The City pays for employee coverage. If dependent coverage is selected, the additional premium is deducted from the monthly benefit allotment.</p> <p>Delta Care Delta Care is a pre-paid dental plan, which offers affordable HMO coverage. This option provides orthodontics coverage.</p> <p>Delta Dental Delta Dental is Delta's Preferred Option (DPO) plan, which allows visits to any dentist of choice. The program provides the maximum benefit when using a DPO dentist. DPO dentists are Delta dentists who have agreed to charge DPO patients reduced fees.</p>

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Vision	City Paid*/ Benefit Allotment	Designated Officials, Regular Full-Time and Regular Part- Time employees upon hire or during the annual open enrollment period.	*The City pays for employee coverage. If dependent coverage is selected, the premium is deducted from the monthly benefit allotment. Vision Services Plan (VSP) network provides exams, prescription glasses, contact lenses, and a second pair of glasses each year. Co-pays apply.
Life/ ADD Insurance	City Paid	Designated Officials, Regular Full-Time and Regular Part- Time employees upon hire.	Life Insurance and Accidental Death & Dismemberment (ADD) Insurance provided to all Designated Officials (\$50,000 benefit); Executive Management (\$200,000); Exempt Mgt. (\$150,000); and Regular Full-Time and Regular Part- Time employees (\$75,000 benefit).
Supplemental Life Insurance	Employee Paid through the Benefit Allotment	Designated Officials, Regular Full-Time and Regular Part- Time employees upon hire. This is an optional benefit.	If Supplemental Life Insurance is selected, the premium is deducted from the monthly benefit allotment. Supplemental insurance is purchased in increments of \$10,000 up to \$300,000. A spouse is eligible up to half the amount selected by the employee in increments of \$10,000. The cost for each \$10,000 of coverage is based on age.
State Disability Insurance (SDI)	Employee Paid through mandatory payroll deduction	Regular Full-Time, Regular Part-Time, Part-Time/seasonal, and intermittent employees upon hire.	This benefit provides affordable, worker-funded benefits to eligible workers suffering a full or partial loss of wages due to disabilities which are not work related for up to 12 months. Disability also includes elective surgery and disabilities related to pregnancy or childbirth.
Short-term & Long-term Disability (STD/LTD)	City Paid	Regular Full-Time and Regular Part- Time employees upon hire.	This benefit provides income replacement in the event of a covered disability at 60% of salary up to a maximum of \$1500 per week.
Retirement	City/ Employee	Designated Officials, Regular Full-Time and Regular Part- Time employees upon hire.	A comprehensive retirement through the Public Employees' Retirement System (CalPERS). Regular Full-Time and Regular Part-Time employees of the City are automatically enrolled as a member of CalPERS and thus <u>DO NOT</u> participate in Social Security. To become vested in CalPERS an employee must be a member for a minimum of five (5) years. Current employees and employees hired after January 1, 2013 who are existing CalPERS members or a member of an agency with reciprocity with the City of Diamond Bar will be enrolled in the 2% @ 55 retirement benefit formula. Employees hired after January 1, 2013 who have never been a CalPERS member, or is a member of a retirement system (CalPERS) reciprocal but has a break in service longer than six months will be enrolled in the 2% @ 62 retirement benefit

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			formula. Employees in this formula will contribute half of the normal benefit cost for this retirement benefit.
Retirement Benefit for Designated Officials Ineligible for CalPERS	City Paid (Contribution into City sponsored 457 Deferred Comp. Plan in amount equal to current CalPERS Employee only rate.)	Designated Officials that are retired from CalPERS at time of election into office OR retire from CalPERS during term in office.	City contribution to the Designated Official's City sponsored 457 Deferred Compensation plan (ICMA-RC). The monthly contribution will be equal to the City's current CalPERS rate of contribution for Employee only. (Such Designated Officials would not be eligible for CalPERS retirement benefits as CalPERS law prohibits re-enrollment after retirement.)
Retirement-Social Security	City/Emp. Through mandatory payroll deduction.	Part-Time/Seasonal and Intermittent employees upon hire.	An employee's contribution rate is 6.2% on wages up to the maximum provided by law. The employer's tax rate is 6.2%. Election workers and emergency workers are exempt from coverage. (eff. 01/01/11)
1959 Survivor Benefit	City/ Employee, through Benefit Allotment	Designated Officials, Regular Full-Time and Regular Part-Time employees upon hire.	This benefit, provided through CalPERS Retirement, is paid along with other death benefits, whether or not the employee was eligible to retire at the time of their death. The monthly benefit amount formula depends on the number of eligible survivors.
Employee Assistance Program (EAP)	City Paid	Designated Officials, Regular Full-Time and Regular Part-Time employees upon hire.	Face-to-face assessment, treatment, and follow-up to help resolve a broad range of personal, work, and family problems. Employees and eligible family members can receive up to 5-sessions per incident with professional counselors for early intervention and treatment.

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<p>Section 125 Cafeteria Plans/ Reimbursement Accounts</p>	<p>Employee Paid</p>	<p>Designated Officials, Regular Full-Time and Regular Part-Time employees upon hire. This is an optional benefit.</p>	<p>At the beginning of the plan year, each participating employee selects an amount up to the maximum set by the City for each plan. The amount selected is calculated into a bi-weekly, pre-taxed payroll deduction.</p> <p>Healthcare Flexible Spending Account- Also known as a Healthcare Reimbursement Account, the employee may designate pre-tax dollars, up to a maximum of \$2,500 per calendar year for out of pocket healthcare expenses not covered by their medical, dental, or vision insurance plans.</p> <p>Dependent Care Flexible Spending Account- Also known as a Day Care or Childcare Reimbursement Account, the designated pre-tax dollars, up to a maximum of \$5,000 per household- per calendar year, must be related to expenses which are for dependent care that enables the employee to remain gainfully employed.</p>
<p>COBRA</p>	<p>Employee Paid</p>	<p>Designated Officials, Regular Full-Time and Regular Part-Time employees, enrolled in qualifying health, dental, vision, and EAP plans.</p>	<p>The Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) provides for the continuation of health care coverage to certain employees who terminated employment and beneficiaries of employees who die, become disabled or are divorced. Employees become eligible for continued coverage upon termination of service, whether voluntary or not (other than termination for gross misconduct), retirement or reduction in hours worked. For these employees and their dependents, continued coverage is available for the time period set forth by law, at their expense.</p>
<p>Medicare</p>	<p>City/ Employee, through mandatory payroll deduction</p>	<p>Designated Officials, Regular Full-Time and all Part-Time employees upon hire.</p>	<p>Pursuant to Revenue Billing 86-68 of the Internal Revenue Code, all employees hired after March 31, 1987 has 1.45 percent of their base salary deducted from their paycheck to be paid to Medicare. The City matches the 1.45 percent as mandated by law.</p>
<p>Deferred Compensation</p>	<p>Employee Paid</p>	<p>Designated Officials, Regular Full-Time and Regular Part-Time employees upon hire.</p>	<p>A Section 457 deferred compensation plan is made available through the International City Management Association (ICMA-RC) Retirement Corporation. Employees not encumbering their entire health benefit allotment will have those excess funds deferred into this plan. Employees may also elect to have additional contributions at their expense as a pre-taxed payroll deduction. Total deferral contributions are not to exceed limits under Section 457 of the Internal Revenue Code.</p>

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Automobile Allowance	City Paid	Designated Officials, Executive Mgt. and Exempt Mgt. upon hire.	A monthly car allowance of \$120 for Exempt Management, \$250 for Executive Management and \$300 for City Council Members in lieu of mileage reimbursement.
Tuition Reimbursement	City Paid	Regular Full-Time and Regular Part-Time employees upon hire.	Full-time and regular part-time (on a pro-rated basis) employees are eligible to receive reimbursement in the amount of \$1500 per fiscal year, for college-level or university-level educational courses.
Personal Computer Loan Program	Employee Paid	Regular Full-Time and Regular Part-Time employees upon hire.	Interest-free loans between \$250 and \$2,500 for the purpose of financing a personal computer, a printer, and/or City-compatible software are available to eligible employees so they can learn and gain experience by working with a personal computer away from the office and outside of regular business hours. An employee may purchase a more expensive system, but he/she must pay the balance over \$2,500. The loan covers 90% of the total price of the equipment/software being purchased. The employee pays the remaining 10% of the purchase price at the time of purchase. Loans are made on a first-come, first-served basis based on available funds. Once the money for the employee loans has been obligated, the fund will be replenished through payroll deductions from outstanding loans. New loans will then be made as funds become available. Loans will be for a maximum term of 24 months and will be repaid through payroll deductions on a biweekly basis.
Technology Stipend	City Paid	Executive Mgt., Exempt Mgt., and full-time staff based on emergency response responsibilities.	Executive and Exempt Management are eligible to receive a monthly stipend of \$100 as a reimbursement for the purchase and maintenance of personal cell phones, tablets, laptops, printers, and/or phone/internet service in order to conduct City business and to respond in emergency situations. Designated key full-time staff that are required to respond in emergency situations will be eligible for a \$50 stipend on a monthly basis.