

# BENEFITS FOR LAGUNA BEACH POLICE MANAGEMENT EMPLOYEES

## ~~SALARY AND COMPENSATION~~

**Pay Plan:** The salary ranges are composed of a high and low range, as approved by the City Council and granted by the City Manager. All management positions are designated as “at will” employees with no specified term, or guarantee of, continued employment.

**Deferred Compensation:** Management employees receive a City paid contribution of 2% of base salary toward a Deferred Compensation Program.

**Exceptional Performance Pay:** An employee may be eligible for up to 5% of base salary in the form of exceptional performance pay, as granted by the City Manager. An additional 5% of base salary shall be available for one year or longer as authorized by the City Manager.

**Automobile Allowance:** An automobile allowance of up to \$350 per month is paid bi-weekly.

**Physical Examination:** The City will reimburse management employees \$300 each year, at a rate not to exceed \$900 over any given three-year period, for expenses incurred for a general examination to determine physical fitness. The first reimbursement shall not occur until at least two years after the employee’s pre-employment physical exam.

## ~~LEAVE TIME~~

**Vacation:** Each management employee shall accrue vacation leave with pay as follows:

0 to 9 years of service - 17 days  
10 + years of service - 22 days.

Unused vacation time may be accumulated without limit from year to year. Vacation time may be paid at the straight time hourly equivalent salary in lieu of time off with the Department Head and City Manager’s approval.

**Sick:** Every management employee shall accrue sick leave time at the rate of 9 days per year. Unused sick leave may be accumulated without limit.

Use of accrued sick leave is permitted in accordance with Federal and State laws to care for an ill parent, spouse or child.

**Holidays:** Management Employees receive ten paid holidays per year.

## **BENEFITS FOR LAGUNA BEACH POLICE MANAGEMENT EMPLOYEES continued**

Holidays falling on a Saturday will be observed on the preceding Friday. Holidays falling on a Sunday will be observed the following Monday.

Employees who work an alternate work schedule, e.g. 9/80 plan: When a holiday falls on a regularly scheduled day off, the first workday following the observed holiday shall be deemed a holiday.

**Administrative:** Management employees are eligible for up to ten days of paid administrative leave as granted by the City Manager. Fire Administrative Staff may be granted up to twenty days of administrative leave.

**Bereavement:** Twenty-four paid hours per incident (48 hours maximum) for the death or terminal illness of an immediate family member (father, mother, step-parents, brother, sister, step-siblings, wife, husband, child, step-child, grandparents, or any relative of the employee or employee's spouse residing in the employee's household for two or more years) of the employee, the employee's spouse or domestic partner.

### **~~MISCELLANEOUS BENEFITS~~**

**Retirement:** Police Management Employees are covered by the PERS 3%@50 formula with the following contract options: single highest year, 1959 Survivor Benefit Level IV, Sick Leave Credit and 2% COLA increases. The City pays the employee and employer contribution rates. Please reference the CalPERS website, [www.calpers.ca.gov](http://www.calpers.ca.gov), for an explanation of benefits.

The City will pay up to 9% of the employee contribution rate.

**Health:** Employee only coverage is 100% paid by the City. Dependent coverage is as follows: 87.5% City-paid - 12.5% employee responsibility. The maximum City contribution for premium sharing is limited to the amount contributed by the City for the HMO family rate. Medical and Dental coverage is provided for domestic partners.

Medical and Dental coverage is offered for retired employees who elect this option. The employee is responsible for the entire premium.

A medical insurance waiver program is available to employees who are covered by medical insurance other than that which the City provides. The program pays 60% of the monthly HMO employee only rate on a bi-weekly basis.

**Parking Permits:** If a management employee is not assigned to a City Vehicle, a Shopper Parking Permit will be furnished, free of charge.

**BENEFITS FOR LAGUNA BEACH POLICE MANAGEMENT EMPLOYEES continued**

**Expenses:** Employees are eligible for an annual advance of \$1,100 for conference and training expenses, if appropriated in the annual budget.

**RHS:** The City, on the employee's behalf, will contribute \$100.00 per month to a Retirement Health Savings Plan managed by the International City Management Association.

**Disability:** A \$50,000 group term Life and Accidental Death and Dismemberment policy is provided.

Long Term Disability insurance coverage consists of 60% of the first \$5,000 of monthly salary after employee's sick leave is exhausted or a sixty-calendar day elimination period. An employee is eligible after 60 days of employment.

A PERS Disability Benefits Program is available to provide to employees a percentage of their base salary when they are disabled from employment and waiting for approval from the Public Employment Retirement System.

**Employee Assistance Program:** Provides confidential counseling and referrals to the employee and employee's family, free of charge.

**Alternate Work Schedule:** Alternate work schedules are available including, but not limited to, a 4/10, 9/80, 5/8 or other work schedule as may suit the operational needs of the City.