



CITY OF LA MIRADA
BENEFITS for
FULL-TIME EMPLOYEES

(see Salary Resolution for comprehensive description of benefits)

RETIREMENT PLANS

Classic: 2% @ 55

PEPRA: 2% @ 62

VACATION ACCRUAL

Years of Service	Accrual rate	Years of Service	Accrual rate
1-5	80 hours	13	144 hours
6-10	120 hours	14	152 hours
11	128 hours	15 or more	160 hours
12	136 hours	max accrual	350 hours

*Eligible full-time employees may buy back hours during the buyback period when more than 120 hours have been accrued.

HOLIDAYS

108 hours paid holidays per fiscal year; observes 11 fixed holidays, remainder considered as floating holiday hours. City holiday closure from December 24 to January 1.

SICK LEAVE

80 hours of sick leave per calendar year. Vested employees upon separation may opt to be compensated 50% of their accrued sick leave hours up to a maximum of 720 hours. Eligible full-time employees may buy back sick leave hours during the buyback period.

JURY DUTY

Up to 40 hours of jury duty pay per calendar year.

MEDICAL INSURANCE

Paid at full cost by the City for full-time employees and qualified dependents.

MEDICAL REBATE/OPT-OUT PROGRAM

\$100 per month for employee only
 \$250 for employee and one or more dependents

MEDICAL UPON RETIREMENT

Vested employees concurrently retiring from the City and CalPERS receive paid medical insurance into retirement at either a percentage, or at no cost to the employee.

DENTAL INSURANCE

HMO and PPO plans are available for employees and qualified dependents at no cost.

VISION INSURANCE

Vision plan is available for employees and qualified dependents at no cost.

LIFE INSURANCE and AD&D

Term life insurance and AD&D coverage based on twice the employees' annual salary with a maximum of \$300,000 for management employees and \$200,000 for non-management employees.

DISABILITY INSURANCE

Short-Term Disability program at no cost to employee providing 37.5% of pay, and Long-Term Disability plan providing 66.67% of pay.

DEFERRED COMPENSATION

City matches 457(b) deferred compensation plan. Employees must contribute an equal amount of up to 5% of the IRS' annual contribution limits.

FLEXIBLE SPENDING ACCOUNT

Pre-tax program available for eligible health, dependent care, and work-related transit and parking expenses.

SUPPLEMENTAL INSURANCE

Purchase of supplemental insurance (such as accident, cancer, critical illness, etc.) at employee's expense.

TUITION REIMBURSEMENT

Reimbursement of up to a maximum of \$4,000 per fiscal year for tuition, books, and other mandatory fees.

GYM/FITNESS MEMBERSHIP REIMBURSEMENT

Up to \$100 per fiscal year reimbursement for the cost of gym or fitness center membership.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Services available to all employees and members of their household at no cost.

DISCOUNTS

Discounts to La Mirada Theatre productions, Splash! Buccaneer Bay passes, City recreation and aquatics classes, and the Community Gymnasium.

F&A CREDIT UNION

Eligible to join the F&A Federal Credit Union.

ALTERNATE WORK SCHEDULE

Opportunity to work a "9/80" alternate work schedule.

RECOGNITION PROGRAMS

- Introduction of New Hires
- Outstanding Attendance
- Caught in the Act of Excellence
- Superior Performance Award
- Service Recognition
- Service Recognition Upon Separation