



CITY OF LA MIRADA

BENEFITS for

HOURLY PART-TIME EMPLOYEES

SALARY

Appointments are normally made at the first step of the salary range. Hourly part-time employees are eligible for a step increase after each 1,040 hours worked.

RETIREMENT PLAN

The City contributes towards a retirement plan for all hourly part-time employees through a 457(b) Deferred Compensation Plan with a Social Security Replacement Component. The City contributes 2.5% of the employees' salary as deferred compensation. Employees contribute 5.0% of their salary towards this program on a pre-tax basis.

Upon separation with the City, employees may elect to withdraw 100% of both the City and employee's contributions plus any accrued interest, or leave the contribution if the balance is over \$1,000, or roll-over the balance to another eligible retirement account. Hourly part-time employees do not participate in Social Security.

PERSONAL TIME OFF (PTO)

Hourly part-time employees earn one (1) hour of paid PTO per every 25 hours worked during the calendar year (0.04 PTO hours per 1 hour worked). Hourly part-time employees may accrue up to a maximum of 80 PTO hours.

SICK LEAVE

Hourly part-time employees are provided 40 hours of paid sick leave each calendar year (sick hours for new hires are pro-rated based on hire date). Sick leave hours do not accrue nor carry over.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

EAP Services are available to all City employees at no cost. Services are contracted and are available to employees and members of their household.

DISCOUNTS

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

F&A CREDIT UNION

City employees are eligible to join the F&A Federal Credit Union.

RECOGNITION

- Service Recognition
- Caught in the Act of Excellence

ADDITIONAL BENEFITS FOR EMPLOYEES IN DESIGNATED POSITIONS

MEDICAL INSURANCE

The City provides a medical insurance plan for hourly part-time employees in designated positions with supervisory and/or professional responsibility and who average no less than 25 work hours per week after a measurement period. Positions eligible for the City medical insurance program shall be designated by the City Manager. Eligible employees must re-qualify every year. The City offers one HMO medical insurance plan for the employee only at no cost. The employee may add dependent coverage at the employee's expense.

MEDICAL REBATE/OPT-OUT

An employee who is covered under another medical insurance plan may choose to receive a cash rebate in lieu of medical insurance of \$75 per month (employee only).

DENTAL INSURANCE

The City offers one HMO dental insurance plan for the employee only at no cost. The employee may add dependent coverage at the employee's expense.

VISION INSURANCE

The City offers one vision plan for the employee only at no cost. The employee may add dependent coverage at the employee's expense.

LIFE INSURANCE AND AD&D

The City provides a \$20,000 term life and AD&D insurance for hourly part-time employees in designated positions who are eligible for medical insurance benefits.

LIST OF HOURLY PART-TIME DESIGNATED POSITIONS

- Administrative Clerk
- Assistant Technical Director
- Box Office Coordinator
- Lead Guest Services Associate
- Planning Technician
- Public Safety Officer II
- Secretary
- Senior Administrative Clerk
- Senior Recreation Leader I
- Senior Recreation Leader II
- Stagehand III
- Supervising Lifeguard
- Theatre Rentals and Contracts Specialist