CITY OF LIVERMORE
BENEFITS SUMMARY**
CITY MANAGER – At Will

Updated: 1/2014

BENEFIT	DESCRIPTION
SALARY/INCREASES	Contract Date: 11/14/2011 (Term of contract begins on 1/01/2012) Salary: $196,320/year
CAFETERIA PLAN **$2,394/month** **Employer paid**	For medical, dental, vision, additional and supplemental life insurance; unused balance paid in cash.
LIFE & AD&D INSURANCE **$33.51/month** **Employer paid**	$175,000 basic term life insurance policy & $1,000 dependent coverage.
Employee paid (optional)	Employee option to purchase $25,000 additional life and supplemental life to $500,000.
LONG TERM DISABILITY INSURANCE (LTD) **.34 per $100 of coverage/mo.** **Employer paid–max $34/mo.**	60% of base monthly earnings up to $6,000/month maximum. 180-day waiting period.
LONG TERM CARE INSURANCE **Employer paid**	Long Term Care Facility and 100% Home Care to $3,000/month with 90-day elimination period; 6 year duration.
RETIREMENT **California Public Employees' Retirement System (CalPERS)** **Member Misc. Rate – 8% (Employee paid)** **Employer Miscellaneous Rate 20.918% (Eff. 7/13)**	• 2.7% at 55 full formula • 1 year Final Compensation • Credit for Unused Sick Leave • 4th Level 1959 Survivor Benefit • Military Service Credit
MEDICARE **1.45% Employer paid**	For employees hired after 3/31/86, employee pays 1.45%.

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RETIREE HEALTH REIMBURSEMENT **Not to exceed Active Kaiser Plan A premium for employee + 1 dependent.** **2014 Active Kaiser Plan A premium for employee + 1 dependent = $1,572.00**	For eligible employee who retires within 120 days of last employment with the City and has 5 years full-time equivalent, regular service with Livermore and a total of 10 years in CalPERS (or employee retiring with CalPERS industrial disability), percentage of reimbursement based on Active Kaiser (Plan A) premium for employee + 1 dependent. Reimbursement of actual cost of monthly premium for retiree + 1 dependent not to exceed maximum benefit. Reimbursement for employees hired or promoted after 1/10/05 based on above but not to exceed maximum City pays for medical (excluding dental) for active employees. Years of CalPERS Service — Reimbursement 10 — 75% 15 — 80% 20 — 90% 25+ — 100%
VACATION ACCRUAL	192.4 hours per year. Maximum accrual of 480 hours.
HOLIDAYS	12 observed holidays.
SICK LEAVE ACCRUAL	96.2 hours/year for full-time Unlimited sick leave accumulation. CalPERS sick leave conversion for unused sick leave at retirement.
SICK LEAVE USAGE: **• FAMILY SICK LEAVE**	Immediate Family Illness: One-half of employee's annual accrual (6 days max per year) Additional time upon approval of City Manager.
• PARENTAL LEAVE	32 hours for male employee for birth of child. 32 hours for any employee for adoption.
• BEREAVEMENT/ FUNERAL LEAVE	24 hours maximum use of accumulated sick leave only in event of death of sister-in-law or brother-in-law. Extension of 16 hours use of sick leave with approval.

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BEREAVEMENT/ FUNERAL LEAVE	24 hours maximum paid leave in the event of death in employee's immediate family: spouse, children of employee or of employee's spouse, other relative living with employee or receiving full support from employee, mother, father, brother, sister, grandchild, grandparent, father-in-law, mother-in-law, and registered domestic partner.
ADMINISTRATIVE LEAVE	128 hours/year. Additional 16 hours for every 5 years of service, not to exceed 48 additional hours. Must be used in payroll calendar year; no carryover, no cashout.
PREGNANCY DISABILITY LEAVE AND FMLA/CFRA	Benefit provided as per regulations: Federal Family and Medical Leave Act (FMLA), California Family Rights Act (CFRA), and California Pregnancy Disability Act (PDL). Employee may use accrued leaves in compliance with City rules and regulations. \
DEFERRED COMPENSATION ICMA, Hartford & Nationwide **Employer Contribution: 4.4% of Base Annual Salary with employee match**	Employee option to $17,500 maximum for calendar year 2014. <u>Catch-up limits:</u> 2014: $35,000 <u>50+ Catch-up</u> 2014: $5,500
401(a) (Voluntary)	• Irrevocable Pay Election (pretax salary 0 – 15% or flat dollar amount) • Irrevocable Leave Election (vacation/admin. leave) • Irrevocable Final Pay Contribution (vacation only) • 2014 Maximum contribution - $52,000 New employees may enroll in the plan within 30 days of hire.
SECTION 125 PLAN **No employer contribution**	Pre-tax Health Care Premiums (no max), Flexible Spending Accounts for Dependent Care ($5,000 max per calendar year), Unreimbursed Medical Expenses ($2,500 max per calendar year), and other options offered by the plan administrator.
SPECIAL MERIT PAY AWARD **Per Contract**	Based on recommendation by City Council after their review of employee's performance.
CAR ALLOWANCE	$500/month
CELL PHONE ALLOWANCE	$90/month

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TUITION REIMBURSEMENT **Employer paid**	75% tuition & books to $2,000 fiscal year maximum.
LICENSES & CERTIFICATIONS **Employer paid**	100% reimbursement for job required licenses, certifications, and professional memberships.
HEALTH CLUB REIMBURSEMENT **$125/month maximum** **Employer paid**	City to reimburse employee the cost of monthly dues charged by a health/fitness club of employee's choice as deemed appropriate by the City Manager.
EMPLOYEE ASSISTANCE PROGRAM (EAP) **Employer paid** **$2.40 per EE per month**	3 sessions per incident per family member.
SEVERANCE PAY	Twelve (12) months' severance pay in the event the employee is terminated for other than cause. Includes employee salary plus benefits.

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