



CITY COUNCIL MEMBERS SUMMARY OF BENEFITS

Salary: The City of Norwalk compensates council members \$950.91 per month.

Retirement: The City of Norwalk contracts with the California Public Employees' Retirement System (CalPERS) for retirement benefits. The City has a three tier system for retirement.

- Tier I – Council Members elected prior to November 1, 2011
 - 2.7% @ 55 – Highest one year final compensation
 - City pays member's portion of CalPERS contribution (8%)
- Tier II – Council Members elected on or after November 1, 2011
 - 2.7% @ 55 – Highest one year final compensation
 - Council member pays 4% of member's portion of CalPERS contribution
- Tier III – Council Members hired on or after April 20, 2012
 - 2% @ 55 – Three years final compensation
 - Council member pays 4% of member's portion of CalPERS contribution

In the event the council member cannot receive a contribution to CalPERS, the council member has the right to transfer City contributions to a deferred compensation plan.*

Medical Insurance: The City of Norwalk contracts with the Public Employees' Retirement System for health insurance benefits. Council members and their dependents are eligible for this benefit. Dependent children may remain on the plan until age 26. The City pays the full insurance premium up to \$2,452.48 per month. Council member may transfer up to \$456.44 of unused medical insurance premiums (rebate) to salary for a total possible salary of \$1,407.35, the maximum allowable salary permitted.

- The current HMO benefit plans offered are: Blue Shield Access+, Blue Shield Net Value and Kaiser Permanente
- The current Indemnity benefit plans offered are: PERSCare, PERS Select and PERS CHOICE

Dental Insurance: The City contracts with Delta Dental of California. The City pays the full insurance premium. There are two options that council members may select under the Delta Dental Plan: Delta Dental Premier (PPO) and DeltaCare USA (DMO). The council member and their dependents are eligible for this benefit. Dependent children are eligible to age 26.

Vision Insurance: The City contracts with Vision Services Plan (VSP) and pays the full premium. The plan covers the council member and eligible dependents. Dependent children are eligible to age 26.

Life Insurance: The City provides council members with a \$50,000 life insurance policy. The premium is paid in full by the City. The City also offers an optional life insurance plan that may be purchased by council member.

401(a) Deferred Compensation Plan: The City contracts with ICMA for the 401(a) benefit. The City contributes 2%.

457 Deferred Compensation Plan: The City contracts with Nationwide and ICMA for an employee contribution 457 deferred compensation account. Council members will have the option to transfer unused medical insurance premiums not taken as salary to a deferred compensation plan.

Stipends

Council members also receive a \$30 stipend per RDA meeting attendance. May be eligible to receive stipends for attendance of other meetings.

Vehicle Allowance: The City provides council members with a \$500 per month vehicle allowance.

Optional Benefits: Credit Union and Supplemental Insurance Plans (Allstate & AFLAC).

*This is a general benefits summary. Some benefits listed above may not apply as summarized due to full-time CalPERS employment or CalPERS retirement status.



MANAGEMENT/MID-MANAGEMENT SUMMARY OF BENEFITS

Retirement: The City of Norwalk contracts with the California Public Employees' Retirement System (CalPERS) for retirement benefits. The City has a three tier system for retirement.

- Tier I - Employees hired prior to November 1, 2011
 - 2.7% @ 55 – Highest one year final compensation
 - City pays member's portion of CalPERS contribution (8%)
- Tier II – Employees hired on or after November 1, 2011
 - 2.7% @ 55 – Highest one year final compensation
 - Employee pays 4% of member's portion of CalPERS contribution
- Tier III – Employees hired on or after April 20, 2012
 - 2% @ 55 – Three years final compensation
 - Employee pays 4% of member's portion of CalPERS contribution

Medical Insurance: The City of Norwalk contracts with the Public Employees' Retirement System for health insurance benefits. An employee and their dependents are eligible for this benefit. Dependent children are covered until age 26. The City pays the full insurance premium up to \$2,452.48 per month. An employee is eligible to receive 50% of any unused monthly medical insurance.

- The current HMO benefit plans offered are: Blue Shield Access+, Blue Shield Net Value, and Kaiser Permanente
- The current Indemnity benefit plans offered are: PERSCare, PERS CHOICE and PERS Select

Dental Insurance: The City contracts with Delta Dental of California. The City pays the full monthly insurance premium. There are two options that an employee may select under the Delta Dental Plan: Delta Dental Premier (PPO) and DeltaCare USA (DMO). An employee and their dependents are eligible for this benefit. Dependent children are covered until age 26.

Vision Insurance: The City contracts with VSP and pays the full monthly premium. The plan covers the employee and eligible dependents. Dependent children are covered until age 26.

Life Insurance: The City provides insurance at 1½ times the employee's annual salary. The premium is paid in full by the City. The City also offers optional life insurance plans that the employee may purchase on their own.

Long-Term Disability Insurance: The City contracts with Standard Insurance for Long Term Disability benefits. The City does not pay into the State Disability system. This plan is used in lieu of State Disability. The premium is paid in full by the City. Executive Management receives an enhanced long term disability plan.

401(a) Deferred Compensation Plan: The City contracts with ICMA for the 401(a) benefit. The City contributes 4% for executive management and 2% for mid-management.

City Vehicle: The City provides Department Heads with a City owned vehicle for business use or a vehicle allowance of \$400 per month. The City Manager and Assistant City Manager receive a monthly auto allowance at \$600 and \$500 respectively.

Optional Benefits: Credit Union, EAP, Deferred Compensation Plans (ICMA & Nationwide), Supplemental Insurance Plans (Allstate & AFLAC), Tuition Reimbursement Program, Computer Loan Reimbursement Program and Annual Management Physical Examination.



GENERAL UNIT SUMMARY OF BENEFITS

Retirement: The City of Norwalk contracts with the California Public Employees' Retirement System (CalPERS) for retirement benefits. The City has a three tier system for retirement.

- Tier I - Employees hired prior to November 1, 2011
 - 2.7% @ 55 – Highest one year final compensation
 - City pays member's portion of CalPERS contribution (8%)
- Tier II – Employees hired on or after November 1, 2011
 - 2.7% @ 55 – Highest one year final compensation
 - Employee pays 4% of member's portion of CalPERS contribution
- Tier III – Employees hired on or after April 20, 2012
 - 2% @ 55 – Three years final compensation
 - Employee pays 4% of member's portion of CalPERS contribution

Medical Insurance: The City of Norwalk contracts with the Public Employees' Retirement System for health insurance benefits. An employee and their dependents are eligible for this benefit. Dependent children are eligible until age 26. The City pays up to \$800 per month of the premium with the employee responsible for any remaining amount. In lieu of health insurance enrollment (medical, dental and vision) employees will receive a \$400 per month stipend.

The current HMO benefit plans offered are: Blue Shield Access+, Blue Shield Net Value, and Kaiser Permanente

The current Indemnity benefit plans offered are: PERS-Care, PERS Select and PERS-CHOICE

Dental Insurance: The City contracts with Delta Dental of California. The City pays the full monthly insurance premium. There are two options that an employee may select under the Delta Dental Plan: Delta Dental Premier (PPO) and DeltaCare USA (DMO). An employee and their dependents are eligible for this benefit. Dependent children are eligible until age 26.

Vision Insurance: The City contracts with VSP and pays the full monthly premium. The plan covers the employee and eligible dependents. Dependent children are eligible until age 26.

Life Insurance: The City provides a \$5,000 life insurance policy for employees who have been employed for less than 5 years. The policy increases after 5 years of service to 1 ½ times the employee's annual salary. The premium is paid in full by the City. The City also offers optional life insurance plans that the employee may purchase on their own.

Long-Term Disability Insurance: The City contracts with Standard Insurance for Long Term Disability benefits. The City does not pay into the State Disability system. This plan is used in lieu of State Disability. The premium is paid in full by the City.

Optional Benefits: Credit Union, EAP, Deferred Compensation Plans (ICMA & Nationwide), Tuition Reimbursement Program, Computer Loan Reimbursement Program, Voluntary supplemental Insurance Plans and Bilingual Skill Incentive Payment.



HOURLY SUMMARY OF BENEFITS

Retirement: The City of Norwalk contracts with the Public Agency Retirement System (PARS) for retirement benefits. The employee pays the full contribution of 7.5%. Enrollment is required.

Credit Union: The City of Norwalk is affiliated with the Los Angeles County F&A Federal Credit Union for savings and loan service. All employees are eligible for membership.

Employee Assistance Program: An Employee Assistance Program (EAP) is available to provide help to employees and members of their families who are experiencing personal problems. For more information please contact the Human Resources Department.

After 3,000 hours of employment, the following benefits are earned by an hourly employee:

Vacation Leave: Vacation leave is accumulated at the rate of .046 hours for each hour of straight time worked. Rules regarding scheduling of vacation, carry-over vacation, and vacation payoff upon termination which pertain to General Unit employees shall pertain to 3,000 hour Hourly Unit employees.

Sick Leave: Sick leave is accumulated at the rate of .046 hours for each hour of straight time worked. Sick leave will be credited for use on the payroll period following accrual. Employees shall be able to accrue sick days from year to year. However, employees shall not be compensated for unused sick days at termination or separation of employment.

Family Sick Leave: Hourly Unit employees shall be authorized to use a portion of their sick leave to care for a family member who is ill or disabled (in accordance to the MOU). The amount of hours authorized for use will vary depending on sick days accrued.

Paid Holidays: Hourly Unit employees will be paid at the rate of six (6) hours each for the following holidays: New Year's Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day as long as the following criteria was met.

- a. That he/she is an employee on the holiday; and,
- b. That he/she has worked any hours during the forty (40) calendar days preceding the day of the holiday.
- c. If scheduled to work on any of the holidays above, the employee shall receive his/her holiday pay of six (6) hours plus pay for the number of hours worked at straight time.
- d. The Transportation Department recognizes the above holidays, but for more details refer to the Memorandum of Understanding or contact the Human Resources Department.

Bereavement Leave: In the event of a death in the family of an Hourly Unit employee, the employee shall be authorized up to three (3) regularly scheduled days of absence with pay respectively to make household adjustments or to attend funeral services (in accordance to the MOU).

Medical, Dental & Vision Insurance: Note: This is for 3,000 hour Hourly Unit employees who work an average of 25 hours or more per week. The City currently pays the monthly premium cost up to a set amount for medical and vision insurance and 100% of the dental premium for employee only.