

# City of Alameda Benefits of Employment

## MEDICAL BENEFITS

Full-time employees have a choice of medical plans under the CalPERS Health Benefit Program. Employees who can show evidence of coverage through another source (ex. their spouse or domestic partner) may choose to waive coverage through the City and receive \$230 per month.



- Nine medical plans to choose from, 7 fully covered by the City's Medical Contribution
- HMO and PPO Plans Available

**Compare available plans here:**

<https://www.alamedaca.gov/Departments/Administration/Human-Resources/Benefits#section-4>

## RETIREMENT BENEFITS

Full-time employees are enrolled in a defined benefit retirement program with the California Public Employee's Retirement System (CalPERS) as follows:

- **New (PEPRA) Members:** employees established with CalPERS on or after January 1, 2013 and not eligible for reciprocity
  - **Safety Members:** receive a retirement formula of 2.7% at 57 and contribute 50% of the Normal Cost, 10.75% FY 19-20
  - **Miscellaneous Members:** Receive a retirement formula of 2% at 62 and contribute 50% of the Normal Cost, 7.25% FY 19-20.
- **Classic Members:** employees established with CalPERS before January 1, 2013 or eligible for reciprocity
  - **Safety Members:** receive a retirement formula of 3% at 50 and contribute 15% of the (9% + 6% Employer Cost Share)
  - **Miscellaneous Members:** Receive a retirement formula of 2% at 55 and contribute 8.868% (7% + 1.868% Employer Cost Share)

## DENTAL BENEFITS

The City provides comprehensive dental coverage to all full-time employees and their eligible dependents through Delta Dental PPO.

**Dental Benefits Include:**

- \$2,600 per person annual maximum
- 80% cost coverage for basic and preventative care (90% cost coverage for employees in the AFCA, APMA, APOA, and IAFF bargaining units)
- \$2,500 lifetime orthodontic maximum
- Out-of-network benefits available



## VISION BENEFITS

Full-time employees and their eligible dependents may participate, at their own expense\*, in the City's vision coverage through VSP. Premiums range from \$7.80 for single party coverage to \$24.00 for a family.

**Vision Benefits Include:**

- \$10 Co-pay for Exams every 12 month
- \$25 Co-pay for prescription glasses
- \$150 frame allowance every 24 months
- Out-of-network benefits available



\*Safety Members receive 50% premium contribution from the City.

## EMPLOYEE ASSISTANCE PROGRAM

All full-time employees have access to the City's Employee Assistance Program which offers assistance on professional and personal issues that may effect an employee's ability to work.

**Benefits Include:**

- 10 face-to-face counseling sessions per issue per year (employee and their household)
- Childcare and eldercare assistance
- Financial and Legal Services
- Identity theft recovery services



## EDUCATION REIMBURSEMENT

Members of the ACEA, AMPU, EUPA, MCEA and PANS bargaining units are eligible to receive reimbursement\* each fiscal year for expenses related to approved\*\* educational courses. Employment with the City can help you reach your educational goals!

\* ACEA, AMPU and MCEA members may receive reimbursement up to \$750 per fiscal year. EUPA members may receive reimbursement up to \$1,250 each fiscal year.

\*\* Courses must be pre-approved and comply with the City's Education Reimbursement Program Procedure

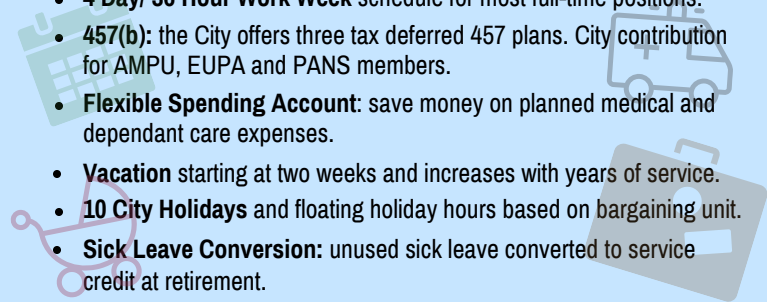
## LIFE AND AD&D INSURANCE

Depending on bargaining unit, the City provides full-time employees with a \$50,000 to \$100,000 life insurance policy, at no cost to the employee. Employees are also eligible to enroll in supplemental coverage at the time of hire, at their expense, of up to \$240,000 without Evidence of Insurability and up to \$500,000 with Evidence of Insurability.



## OTHER BENEFITS OF EMPLOYMENT

- **4 Day/ 36 Hour Work Week** schedule for most full-time positions.
- **457(b):** the City offers three tax deferred 457 plans. City contribution for AMPU, EUPA and PANS members.
- **Flexible Spending Account:** save money on planned medical and dependant care expenses.
- **Vacation** starting at two weeks and increases with years of service.
- **10 City Holidays** and floating holiday hours based on bargaining unit.
- **Sick Leave Conversion:** unused sick leave converted to service credit at retirement.



Some benefits and the employer contributions to medical coverage may differ by bargaining unit. For a complete list of benefits by bargaining unit please visit the benefits section of the Human Resources Website here:

<https://www.alamedaca.gov/Departments/Administration/Human-Resources>