



EXTRA HELP EMPLOYEES BENEFITS SUMMARY

January 1, 2010

The following is a brief summary of the benefits available to extra help employees of the City of Clovis. For more information on any of the benefits listed below, refer to the applicable plan or policy documents that are available through the Personnel/Risk Management Division at (559) 324-2725.

1. PAID TIME OFF

Extra Help employees who work an average of 20 hours or more per week for at least 5 consecutive years accrue Paid Time Off at the rate of 1.67 hours per pay period. The Paid Time Off is provided to allow employees paid time away from work to recharge their batteries, return with renewed vigor and a fresh perspective.

2. MILITARY LEAVE

The City supports employees who serve in the military. Military Leave requests shall be administered in accordance with the provisions of applicable federal and state law. Employees may be on unpaid leave for any period of active duty over (30) calendar days in one fiscal year pursuant to state law.

3. MEDICAL and PRESCRIPTION INSURANCE

Extra Help employees who have worked 20 hours or more per week for 2 consecutive quarters are eligible to purchase medical and prescription insurance through the City by way of payroll deduction. Participating employees are responsible for paying the entire monthly premium.

The medical plan choices offered by the City include a \$10 co-pay HMO with Blue Shield as well as a \$10 co-pay HMO with Kaiser. The City also offers a Blue Shield 90/70 PPO, a Blue Shield 80/60 PPO and a High Deductible Health Plan (HDHP). Generic drug co-pays are \$5 to \$10 for a one month supply while non-generic co-pays are \$20 or more for a one month supply.

4. DISABILITY INSURANCE

As of the date of hire, Extra Help employees are enrolled in the State Disability and Paid Family Leave Insurance program. Enrolled employees pay the required program premium contribution through payroll deduction.

5. RETIREMENT

Upon the date of hire, eligible employees are enrolled in the retirement plan. The City has contracted with the California Public Employees Retirement System (PERS) for employee retirement benefits. The benefits provided are based on age at retirement and length of service in the system. Employees are classified as Miscellaneous or Safety for retirement purposes. Based on this classification, one of the following benefit formulas will apply.

<u>Miscellaneous.</u>	2.7% at 55 formula with 8% Employee paid.
<u>Safety</u>	3% at 50 formula with 9% Employee paid.

6. PRE-RETIREMENT DEATH BENEFITS

The retirement contract with PERS includes a pre-retirement death benefit. If you are **not eligible to retire** (age 50 and 5 years of service) your beneficiary will receive the Basic Death Benefit which is a refund of your contributions plus interest and up to six months' pay. In addition your beneficiary will receive the 1959 Survivor Benefit which provides a monthly allowance based on the number of eligible survivors. If you **are eligible to retire**, your beneficiary can elect to receive the same benefit as noted above or the 1957 Survivor Benefit which provides a monthly allowance equal to one half of what your highest service retirement allowance would have been had you retired on the date of your death. In lieu of this benefit an eligible survivor may receive the Pre-Retirement Option 2 Death Benefit. It provides a monthly benefit to the eligible survivor equal to the amount the employee would have received had the employee elected Optional Settlement 2 and retired on the date of death.

When the death of a safety employee who is **not eligible to retire** is determined to be **job related** the beneficiaries may receive the Special Death Benefit which provides a monthly allowance equal to one half of final compensation. If the cause of death is some external violence or physical force while on the job, and there are eligible children in addition to a spouse or registered domestic partner, the allowance may be increased to 75 percent. The beneficiary may elect to receive the Basic Death Benefit and the 1959 Survivor Benefit in place of the Special Death Benefit.

When the death of a safety employee who is **eligible to retire** is determined to be **job related** the beneficiaries may receive the Special Death Benefit which provides a monthly allowance equal to one half of final compensation. If the cause of death is some external violence or physical force while on the job, and there are eligible children in addition to a spouse or registered domestic partner, the allowance may be increased to 100 percent. The beneficiary may elect to receive the Basic Death Benefit and the 1959 Survivor Benefit in place of the Special Death Benefit.

7. SOCIAL SECURITY/MEDICARE

The City of Clovis does not participate in Social Security, except as required for Medicare for employees hired after April 30, 1986.