

## City of Alturas Benefits Explained

The City of Alturas offers a wide range of benefits that are very generous. The following benefits are offered to Full Time employees:

**CalPERS Retirement:** Classic CalPERS employees (hired prior to 1/1/2013), 100% of all retirement contributions are paid for by the City. PEPRAs CalPERS employees (hired after 1/1/2013) pay half of the City's normal cost of 6.25% for Miscellaneous, 11.5% for PEPRAs Safety – Fire & Police.

**CalPERS 457:** The City does not contribute to the 457 plan. This plan is offered to employees as a deduction. The 457 plan offers flexibility; this is a tax deferred plan.

**Aflac:** The City does not contribute to this plan, but the options are available to employees as a pretax or post tax deduction.

**UPEC Local 792 (Union):** The City has 2 bargaining units (2 Memorandums Of Understanding), the General Unit which includes Public Works and all administrative employees and the Safety Unit which includes the Police Department and the Fire Marshal. Union dues are currently \$46.50 for members (paid by the employee per a deduction of their paycheck) and \$43.39 (93.31% of dues for Fair Share Fee) for non-members. Dues increase annually in January.

**LIUNA Pension Fund:** The City does not contribute to this pension fund. All bargaining unit employees pay into this pension fund, except the Clerk/Treasurer's office staff. This is a requirement due to the current MOU. Pension fees are \$0.51 per hour (maximum of 160 hours per month) the current deduction is \$81.60 per month and increases annually in May.

**Disability Insurance:** The City pays 100% of the Disability Insurance short and long-term contributions.

**Medical Insurance:** The City pays a maximum of \$1,200 per month toward an employee's health plan. The City will provide \$15,000 life insurance at no cost to the employee. Several health plans are available through Blue Shield of CA. **Ending 6/30/18.**

Employees that choose to take the health insurance will receive a \$150 medical stipend to help offset any out of pocket costs associated with the Blue Shield health insurance. **Ending 6/30/18.**

The City does not currently provide Dental or Vision Insurance. All Employees will receive an additional \$150 stipend that may be used to purchase their own dental and vision insurance. **Ending 6/30/18.**

**Medical Insurance (effective 7/1/18):** The City pays 100% of employee and dependent's health insurance premium cost. The plan is a CSAC EIA Blue Shield of CA Silver PPO pooled plan. The City will also provide \$15,000 life insurance at no cost to the employee; this is included in the medical insurance plan.

City of Alturas  
Benefits Explained

**Gap – for medical (effective 7/1/18):** The City pays 100% of employee and dependent's premium cost. Gap is a reimbursement plan to help cover certain portions of the cost-sharing under the medical plan (co-pays and deductibles) up to the maximum of \$5,000 inpatient/\$2,000 per person (up to 2 persons) for outpatient services. Please see HR for handout and reimbursement instructions.

**Dental Insurance (effective 7/1/18):** The City pays 100% of employee and dependent's premium cost for Delta Dental. Delta Dental is the largest dental network in CA.

**Vision Insurance (effective 7/1/18):** The City will pay 100% of employee and dependent's cost of VSP. VSP is the #1 consumers' choice in vision care as well as the only eye health company 100% dedicated to private doctors.

**Medical Insurance Opt-Outs:** Employees who opt-out must provide proof of other health insurance. Employees will receive a \$500 monthly opt-out stipend. Employees who opt out will not be eligible for Life, Gap, Dental or Vision insurance.

**Holidays:** The City observes 13 paid holidays a year. Please see MOU for dates.

**Personal Use Day:** Each employee is granted one (1) personal use day each calendar year. The personal use day must be used in the year earned and shall not accrue.

**Vacation:** Employees accrue vacation at the rate of 8 hours per month. Hours increase with longevity. Please see MOU for more detail.

**Sick Leave:** Employees accrue sick leave at the rate of 8 hours per month. Please see MOU for more detail.

**Longevity Pay:** Employees who have twenty (20) years of full continuous employment, and each year thereafter on an employee's anniversary date, shall receive twenty (20) hours of longevity pay.

**Direct Deposit:** The City provides direct deposit at no cost to the employees.

**Boot/Clothing Allowance:** The City will reimburse Public Works employees (i.e. Maintenance Workers, Wastewater Treatment Operators, and Foreman) up to \$300 per fiscal year for work boots or other work related clothing items, approval is required prior to purchase. The original receipt must be given to accounts payable to receive the reimbursement for purchase.

**Uniform Shirts:** The City provides ten (10) pocket tee shirts at no cost to Public Works employees upon hire. Tees are replaced as necessary.

City of Alturas  
Benefits Explained

**Uniform Allowance:** The City will pay a uniform allowance of \$500 to the Police Clerk and \$500 to the Fire Marshal at the time of original appointment and each year thereafter on the date of original appointment. An employee leaving City employment before six (6) months shall have a pro-rata amount of uniform allowance deducted from his/her final paycheck.

**Education Incentive Reimbursement Plan:** An employee participating in a college course or four (4) year degree, certificate class or program which is directly related to his/her City employment will be reimbursed for actual cost up to \$400 per year for tuition and books. Please see MOU for more detail.

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**SAFETY UNIT – POLICE ONLY**

**POST Certificate & College Degree (Police only):** Police Officers and Sergeants, as full-time regular employees, and who possess a POST Basic Certificate will receive a 2.5% pay increase; any Safety employee who has a two (2) year college degree or the POST Intermediate Certificate shall receive an additional 2.5% pay increase for a total of 5%. Any Safety employee, who possesses a four (4) year college degree or a POST Advanced Certificate, will receive an additional 5% pay increase for a total of 10%.

**Alternative Assignment Pay:**

- a. School Resource Officer – 5%
- b. Field Training Officer (FTO) only if Sergeant is not assigned or available – 5%
- c. Narcotic Investigator (Modoc County Narcotic Task Force) – 5%
- d. Shift Differential: All shifts other than day shift – 5%

**Police Uniforms:** The City will pay a uniform allowance of \$900 to each police officer at the time of original appointment and each year thereafter on the date of original appointment. An employee leaving City employment before six (6) months shall have a pro-rata amount of uniform allowance deducted from his/her final paycheck.

**Protective Vests:** The City will provide protective vests to all sworn officers at no cost to the officer. The City shall replace vests upon expiration and if damaged in the course and scope of duty.

**Winter Jumpsuit:** The City will pay \$400 to cover the cost of a winter/foul weather uniform jumpsuit; all officers are able to utilize this amount once every five (5) years.