

**CITY OF LAGUNA NIGUEL**  
**HEALTH INSURANCE, RETIREMENT AND OTHER BENEFITS**  
**2018 (effective 1/1/18)**

**Health Benefits:** Choice of health insurance plans is available through CalPERS Health Program, dental plans are provided by Principal Financial Group, and vision plans are provided by EyeMed. The City provides a Cafeteria Plan with the following monthly contributions toward health, dental and vision premiums:

<u>Coverage</u>	<u>Contribution</u>
Employee Only:	\$ 708.00
Employee +1:	\$1396.00
Family:	\$1782.00
Medical Opt-Out:	\$ 476.00

Employees electing health, dental and vision coverage with premiums exceeding the Cafeteria Plan monthly contributions will pay additional premium costs from salary. Health insurance premium deductions are taken on a pre-tax basis.

**Retirement:** CalPERS defined benefit - Classic Members participate in the 2% @ 60 formula with the employee contributing 7% of base salary. New CalPERS Members will participate in the 2% @ 62 formula with the employee contributing 6.25% of base salary. The City participates in Medicare, but does not participate in Social Security.

**Deferred Compensation:** 457(b) plan available through ICMA-RC. The City will contribute \$0.50 for every \$1 of salary contributed to the deferred compensation plan by the employee, not to exceed 3% of the employee's annual salary.

**Flexible Spending Account (IRS Section 125 Plan):** Employee may contribute up to \$2,550 per calendar year in pre-tax dollars to health care spending account. Employee may contribute up to \$5,000 per calendar year in pre-tax dollars to dependent care spending account.

**Life Insurance:** Life insurance equal to the employee's annual salary, not to exceed \$50,000 available through Lincoln National Life Insurance Company. Premium paid by City.

**Disability Insurance:** Long-term disability insurance available through Lincoln National Life Insurance Company. 30 day waiting period, premium paid by City.

**Vacation Leave:** Based on service years beginning with accrual of 10 days per calendar year. Employee may convert up to 60 hours of accrued vacation to cash per calendar year.

**Sick Leave:** Accrual equivalent to 12 days per calendar year.

**Administrative Leave:** After one year of service, fifty-six (56) hours of administrative leave will be credited to exempt employees on January 1 of each year.

**Holidays:** Fifteen (15) paid eight-hour holidays per year:

- New Year's Day
- Martin Luther King, Jr. Day
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Veterans Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve
- Christmas Day
- Day after Christmas
- New Year's Eve
- Floating Holidays (2), (Prorated based on hire date)