

**City of La Palma Employee Benefits Schedule
2017-2023**

RETIREMENT														
Employee Group	CalPERS Formula	2017-18 Contribution Rates		2018-19 Contribution Rates		2019-20 Contribution Rates		2020-21 Contribution Rates		2021-22 Contribution Rates		2022-23 Contribution Rates (Projected)		City Paid Deferred Compensation
		Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	% of Salary
Elected Officials (PARS)	PARS in lieu of Social Security	3.75%	3.75%	3.75%	3.75%	3.75%	3.75%	3.75%	3.75%	3.75%	3.75%	3.75%	3.75%	N/A
Elected Officials (CalPERS)*	2.7% @ 55	11.68%	8.00%	12.21%	8.00%	13.18%	8.00%	14.19%	8.00%	14.02%	8.00%	14.03%	8.00%	N/A
City Manager (Currently Tier Two employee)	2.0% @ 60	11.68%	8.00%	12.21%	8.00%	13.18%	8.00%	8.79%	7.00%	8.65%	7.00%	8.63%	7.00%	\$215 per pay period
Tier One Unrepresented Management Group (Miscellaneous)	2.7% @ 55	11.68%	8.00%	12.21%	8.00%	13.18%	8.00%	14.19%	8.00%	14.02%	8.00%	14.03%	8.00%	\$115 per pay period
Tier Two Unrepresented Management Group (Miscellaneous)	2.0% @ 60	7.20%	7.00%	7.63%	7.00%	8.08%	7.00%	8.79%	7.00%	8.65%	7.00%	8.63%	7.00%	\$115 per pay period
PEPRA Unrepresented Management Group (Miscellaneous)	2.0% @ 62	6.53%	6.25%	6.84%	6.25%	6.99%	6.75%	7.73%	6.75%	7.59%	6.75%	7.47%	6.75%	\$115 per pay period
Tier One Unrepresented Management Group (Safety)	3.0% @ 50	21.42%	9.00%	22.35%	9.00%	23.65%	9.00%	25.54%	9.00%	25.59%	9.00%	25.64%	9.00%	\$115 per pay period
Tier Two Unrepresented Management Group (Safety)	2.0% @ 55	13.48%	7.00%	14.16%	7.00%	14.81%	7.00%	16.19%	7.00%	16.20%	7.00%	16.14%	7.00%	\$115 per pay period
PEPRA Unrepresented Management Group (Safety)	2.0% @ 57	9.97%	10.25%	10.55%	10.25%	10.68%	10.75%	11.65%	10.75%	11.68%	10.75%	11.38%	10.75%	N/A
Tier One La Palma General Employees Association (LPGEA)	2.7% @ 55	11.68%	8.00%	12.21%	8.00%	13.18%	8.00%	14.19%	8.00%	14.02%	8.00%	14.03%	8.00%	N/A
Tier Two La Palma General Employees Association (LPGEA)	2.0% @ 60	7.20%	7.00%	7.63%	7.00%	8.08%	7.00%	8.79%	7.00%	8.65%	7.00%	8.63%	7.00%	N/A
PEPRA La Palma General Employees Association (LPGEA)	2.0% @ 62	6.53%	6.25%	6.84%	6.25%	6.99%	6.75%	7.73%	6.75%	7.59%	6.75%	7.47%	6.75%	N/A
Tier One La Palma Police Association (LPPA)(Miscellaneous)	2.7% @ 55	11.68%	8.00%	12.21%	8.00%	13.18%	8.00%	14.19%	8.00%	14.02%	8.00%	14.03%	8.00%	N/A
Tier Two La Palma Police Association (LPPA)(Miscellaneous)	2.0% @ 60	7.20%	7.00%	7.63%	7.00%	8.08%	7.00%	8.79%	7.00%	8.65%	7.00%	8.63%	7.00%	N/A
PEPRA La Palma Police Association (LPPA)(Miscellaneous)	2.0% @ 62	6.53%	6.25%	6.84%	6.25%	6.99%	6.75%	7.73%	6.75%	7.59%	6.75%	7.47%	6.75%	N/A
Tier One La Palma Police Association (LPPA)(Safety)	3.0% @ 50	21.42%	9.00%	22.35%	9.00%	23.65%	9.00%	25.54%	9.00%	25.59%	9.00%	25.64%	9.00%	N/A
Tier Two La Palma Police Association (LPPA)(Safety)	2.0% @ 55	13.48%	7.00%	14.16%	7.00%	14.81%	7.00%	16.19%	7.00%	16.20%	7.00%	16.14%	7.00%	N/A
PEPRA La Palma Police Association (LPPA)(Safety)	2.0% @ 57	9.97%	10.25%	10.55%	10.25%	10.68%	10.75%	11.65%	10.75%	11.68%	10.75%	11.38%	10.75%	N/A
Tier One La Palma Professional Employees Association (LPPEA)	2.7% @ 55	11.68%	8.00%	12.21%	8.00%	13.18%	8.00%	14.19%	8.00%	14.02%	8.00%	14.03%	8.00%	1.00%
Tier Two La Palma Professional Employees Association (LPPEA)	2.0% @ 60	7.20%	7.00%	7.63%	7.00%	8.08%	7.00%	8.79%	7.00%	8.65%	7.00%	8.63%	7.00%	1.00%
PEPRA La Palma Professional Employees Association (LPPEA)	2.0% @ 62	6.53%	6.25%	6.84%	6.25%	6.99%	6.75%	7.73%	6.75%	7.59%	6.75%	7.47%	6.75%	1.00%
Unrepresented Part Time Employees**	PARS in lieu of Social Security	3.75%	3.75%	3.75%	3.75%	3.75%	3.75%	3.75%	3.75%	3.75%	3.75%	3.75%	3.75%	N/A
Tier One Unrepresented Part Time Employees	2.7% @ 55	11.68%	8.00%	12.21%	8.00%	13.18%	8.00%	14.19%	8.00%	14.02%	8.00%	14.03%	8.00%	N/A
Tier Two Unrepresented Part Time Employees	2.0% @ 60	7.20%	7.00%	7.63%	7.00%	8.08%	7.00%	8.79%	7.00%	8.65%	7.00%	8.63%	7.00%	N/A
PEPRA Unrepresented Part Time Employees	2.0% @ 62	6.53%	6.25%	6.84%	6.25%	6.99%	6.75%	7.73%	6.75%	7.59%	6.75%	7.47%	6.75%	N/A

*Pursuant to law, Elected Officials must be offered enrollment in PARS or CalPERS

**Most part time employees receive PARS. A few employees, who have worked in excess of 1,000 hours in a year, receive CalPERS benefits pursuant to law.

MAXIMUM MONTHLY CONTRIBUTION TOWARDS INSURANCE PREMIUM (FY 2021-22)

Employee Group	MEDICAL					DENTAL					LIFE and AD&D		DISABILITY
	Employee Only	Employee Plus One	Employee Plus Family	Cash in Lieu of Benefit	Retirees	Employee Only	Employee Plus Spouse	Employee Plus Children	Employee Plus Family	Cash in Lieu of Benefit	Employee Only	Employee Plus Family	Long Term Disability
Elected Officials	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 1.55	\$ 2.21	N/A
City Manager	\$ 566.49	\$ 756.49	\$ 915.49	\$ 565.00	\$ 143.00	\$ 49.00	\$ 97.80	\$ 133.30	\$ 182.00	N/A	N/A	\$ 101.25	\$.66/\$100 Base
Tier One Unrepresented Management Group (Miscellaneous)	\$ 566.49	\$ 756.49	\$ 915.49	\$ 565.00	\$ 143.00	\$ 49.00	\$ 97.80	\$ 133.30	\$ 182.00	N/A	\$ 15.50	\$ 16.16	\$.66/\$100 Base
Tier Two Unrepresented Management Group (Miscellaneous)	\$ 566.49	\$ 756.49	\$ 915.49	\$ 565.00	\$ 143.00	\$ 49.00	\$ 97.80	\$ 133.30	\$ 182.00	N/A	\$ 15.50	\$ 16.16	\$.66/\$100 Base
PEPRA Unrepresented Management Group (Miscellaneous)	\$ 566.49	\$ 756.49	\$ 915.49	\$ 565.00	\$ 143.00	\$ 49.00	\$ 97.80	\$ 133.30	\$ 182.00	N/A	\$ 15.50	\$ 16.16	\$.66/\$100 Base
Tier One Unrepresented Management Group (Safety)	\$ 566.49	\$ 756.49	\$ 915.49	\$ 565.00	\$ 416.49	\$ 49.00	\$ 97.80	\$ 133.30	\$ 182.00	N/A	\$ 15.50	\$ 16.16	\$ 29.70
Tier Two Unrepresented Management Group (Safety)	\$ 566.49	\$ 756.49	\$ 915.49	\$ 565.00	\$ 143.00	\$ 49.00	\$ 97.80	\$ 133.30	\$ 182.00	N/A	\$ 15.50	\$ 16.16	\$ 29.70
PEPRA Unrepresented Management Group (Safety)	\$ 566.49	\$ 756.49	\$ 915.49	\$ 565.00	\$ 143.00	\$ 49.00	\$ 97.80	\$ 133.30	\$ 182.00	N/A	\$ 15.50	\$ 16.16	\$ 29.70
Tier One La Palma General Employees Association (LPGEA)	\$ 566.49	\$ 756.49	\$ 915.49	\$ 565.00	\$ 143.00	\$ 49.00	\$ 97.80	\$ 133.30	\$ 182.00	N/A	\$ 15.50	\$ 16.16	\$.66/\$100 Base
Tier Two La Palma General Employees Association (LPGEA)	\$ 566.49	\$ 756.49	\$ 915.49	\$ 565.00	\$ 143.00	\$ 49.00	\$ 97.80	\$ 133.30	\$ 182.00	N/A	\$ 15.50	\$ 16.16	\$.66/\$100 Base
PEPRA La Palma General Employees Association (LPGEA)	\$ 566.49	\$ 756.49	\$ 915.49	\$ 565.00	\$ 143.00	\$ 49.00	\$ 97.80	\$ 133.30	\$ 182.00	N/A	\$ 15.50	\$ 16.16	\$.66/\$100 Base
Tier One La Palma Police Association (LPPA)(Miscellaneous)	\$ 821.49	\$ 1,011.49	\$ 1,170.49	\$ 675.00	\$ 416.49	\$ 49.00	\$ 97.80	\$ 133.30	\$ 182.00	N/A	\$ 15.50	\$ 16.16	\$ 21.50
Tier Two La Palma Police Association (LPPA)(Miscellaneous)	\$ 821.49	\$ 1,011.49	\$ 1,170.49	\$ 675.00	\$ 143.00	\$ 49.00	\$ 97.80	\$ 133.30	\$ 182.00	N/A	\$ 15.50	\$ 16.16	\$ 21.50
PEPRA La Palma Police Association (LPPA)(Miscellaneous)	\$ 821.49	\$ 1,011.49	\$ 1,170.49	\$ 675.00	\$ 143.00	\$ 49.00	\$ 97.80	\$ 133.30	\$ 182.00	N/A	\$ 15.50	\$ 16.16	\$ 21.50
Tier One La Palma Police Association (LPPA)(Safety)	\$ 821.49	\$ 1,011.49	\$ 1,170.49	\$ 675.00	\$ 416.49	\$ 49.00	\$ 97.80	\$ 133.30	\$ 182.00	N/A	\$ 15.50	\$ 16.16	\$ 29.70
Tier Two La Palma Police Association (LPPA)(Safety)	\$ 821.49	\$ 1,011.49	\$ 1,170.49	\$ 675.00	\$ 143.00	\$ 49.00	\$ 97.80	\$ 133.30	\$ 182.00	N/A	\$ 15.50	\$ 16.16	\$ 29.70
PEPRA La Palma Police Association (LPPA)(Safety)	\$ 821.49	\$ 1,011.49	\$ 1,170.49	\$ 675.00	\$ 143.00	\$ 49.00	\$ 97.80	\$ 133.30	\$ 182.00	N/A	\$ 15.50	\$ 16.16	\$ 29.70
Tier One La Palma Professional Employees Association (LPPEA)	\$ 566.49	\$ 756.49	\$ 915.49	\$ 565.00	\$ 143.00	\$ 49.00	\$ 97.80	\$ 133.30	\$ 182.00	N/A	\$ 15.50	\$ 16.16	\$.66/\$100 Base
Tier Two La Palma Professional Employees Association (LPPEA)	\$ 566.49	\$ 756.49	\$ 915.49	\$ 565.00	\$ 143.00	\$ 49.00	\$ 97.80	\$ 133.30	\$ 182.00	N/A	\$ 15.50	\$ 16.16	\$.66/\$100 Base
PEPRA La Palma Professional Employees Association (LPPEA)	\$ 566.49	\$ 756.49	\$ 915.49	\$ 565.00	\$ 143.00	\$ 49.00	\$ 97.80	\$ 133.30	\$ 182.00	N/A	\$ 15.50	\$ 16.16	\$.66/\$100 Base
Unrepresented Part Time Employees	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Total Monthly Medical Premiums - All Full Time Groups	\$575.56 - \$900.22	\$1,151.12 - \$1,764.36	\$1,206.06- \$2,015.23	
Employee Monthly Out-of-Pocket Costs - LPPA Employees	\$0 - \$78.73	\$139.63 - \$752.87	\$35.57-\$844.74	
Employee Monthly Out-of-Pocket Costs - All other Employees	\$0 - \$333.73	\$394.63 - \$1,007.87	\$290.57 - \$1,099.74	

*** All Full Time Employees are also eligible to receive an annual \$300 reimbursement for vision expenses for themselves and each eligible dependent.**

ANNUAL PAID TIME OFF (FY 2021-22)												
EMPLOYEE GROUP	HOLIDAYS		VACATION LEAVE (HOURS ACCRUED PER YEAR)					MAXIMUM ACCRUAL OF VACATION LEAVE HOURS	ADMINISTRATIVE LEAVE	SICK LEAVE	CASH OUT PROVISIONS IN LIEU OF TIME OFF	
	Days	Floating Hours	Year 1 - Year 5	Year 6 - Year 10	Year 11 - Year 15	Year 16 - Year 20	Year 21 Plus	Annual Hours	Annual Hours	Annual Hours	Vac. Hours	Sick Hours
City Manager	10	36	120.12	120.12	160.16	184.08	200.2	320	80	96	Up to 100	Up to 50
Tier One Unrepresented Management Group (Miscellaneous)	10	36	120.12	120.12	160.16	184.08	200.20	320	80	96	Up to 100	Up to 50
Tier Two Unrepresented Management Group (Miscellaneous)	10	36	80.08	120.12	160.16	184.08	184.08	320	80	96	Up to 100	Up to 50
PEPRA Unrepresented Management Group (Miscellaneous)	10	36	80.08	120.12	160.16	184.08	184.08	320	80	96	Up to 100	Up to 50
Tier One Unrepresented Management Group (Safety)	10	36	120.12	120.12	160.16	184.08	200.20	320	80	96	Up to 100	Up to 50
Tier Two Unrepresented Management Group (Safety)	10	36	80.08	120.12	160.16	184.08	184.08	320	80	96	Up to 100	Up to 50
PEPRA Unrepresented Management Group (Safety)	10	36	80.08	120.12	160.16	184.08	184.08	320	80	96	Up to 100	Up to 50
Tier One La Palma General Employees Association (LPGEA)	10	36	120.12	120.12	160.16	184.08	200.20	320	N/A	96	Up to 80	Up to 50
Tier Two La Palma General Employees Association (LPGEA)	10	36	80.08	120.12	160.16	184.08	184.08	320	N/A	96	Up to 80	Up to 50
PEPRA La Palma General Employees Association (LPGEA)	10	36	80.08	120.12	160.16	184.08	184.08	320	N/A	96	Up to 80	Up to 50
Tier One La Palma Police Association (LPPA)(Miscellaneous)	10	32	120.12	120.12	160.16	184.08	200.20	320	N/A	96	Up to 100	Up to 50
Tier Two La Palma Police Association (LPPA)(Miscellaneous)	10	32	80.08	120.12	160.16	184.08	184.08	320	N/A	96	Up to 100	Up to 50
PEPRA La Palma Police Association (LPPA)(Miscellaneous)	10	32	80.08	120.12	160.16	184.08	184.08	320	N/A	96	Up to 100	Up to 50
Tier One La Palma Police Association (LPPA)(Safety)	10	32	120.12	120.12	160.16	184.08	200.20	320	N/A	96	Up to 100	Up to 50
Tier Two La Palma Police Association (LPPA)(Safety)	10	32	80.08	120.12	160.16	184.08	192.14	320	N/A	96	Up to 100	Up to 50
PEPRA La Palma Police Association (LPPA)(Safety)	10	32	80.08	120.12	160.16	184.08	192.14	320	N/A	96	Up to 100	Up to 50
Tier One La Palma Professional Employees Association (LPPEA)	10	36	120.12	120.12	160.16	184.08	200.20	320	60	96	Up to 70	Up to 40
Tier Two La Palma Professional Employees Association (LPPEA)	10	36	80.08	120.12	160.16	184.08	184.08	320	60	96	Up to 70	Up to 40
PEPRA La Palma Professional Employees Association (LPPEA)	10	36	80.08	120.12	160.16	184.08	184.08	320	60	96	Up to 70	Up to 40

OTHER BENEFITS AND SEPCIAL PAYS (EMPLOYEES MUST MEET SPECIFIC CRITERIA TO BE ELIGIBLE) (FY 2021-22)																
EMPLOYEE GROUP	Bilingual Pay	Boot Allowance	Uniform Allowance	Vehicle Allowance	Wellness Benefit	Intermediate POST Certification	Advanced POST Certification	Associates Degree	Bachelors Degree	Professional Development Pay	Detective Pay	School Resource Officer Pay	PEPRA Safety Incentive Pay	Field Training Officer Pay	Communication Training Officer Pay	Corporal In Charge Pay
All Employees	\$150/month															
City Manager				\$350/month	\$500/Year											
Unrepresented Management Group (Miscellaneous)					\$500/Year											
Unrepresented Management Group (Safety)			\$903.50/year	Use of City provided vehicle	\$500/Year											
LPGEA and LPPEA Maintenance and Water Employees		\$150/year	Uniforms Provided													
La Palma Police Association (LPPA)Police Officers & Sergeants			\$903.50/year			2.5% of Base Pay	5% of Base Pay	2.5% of Base Pay	5% of Base Pay	\$50 - \$125/month	5% of Base Pay	5% of Base Pay	1.25% of Base Pay	\$1.15/hour	\$0.87/hour	\$100/shift
La Palma Police Association (LPPA)Dispatchers			\$903.50/year					2.5% of Base Pay	5% of Base Pay							
*LPPA Employees are eligible for either POST or Degree Incentive Pay - Not Both																
*Corporal in Charge Pay paid when Employee is acting as Patrol Supervisor Only																