

City of Lindsay Benefit Summary

Vacation:

Full time employees receive ten (10) days of vacation for the first five years of employment. Full time employees with five (5) years of continuous service will receive eleven (11) days per year. Full time employees with seven (7) years of continuous service will receive thirteen (13) days per year of vacation. Full time employees with ten (10) years of continuous service will receive fifteen (15) days per year of vacation. (See section 11.1 personnel rules and regulations for additional information)

Sick Leave:

An employee accrues sick leave beginning with the first day of the sixth month of employment. Sick leave is accrued at the rate of 3.08 hours per pay period (10 days per year). Upon separation from City service sick leave is lost. Temporary, emergency, extra help and part time employees are not entitled to sick leave. (See section 11.2.1 personnel rules and regulations for additional information)

Holiday Pay:

Please see Holiday Posting or MOU for specific group.

Health Insurance:

The health insurance provider for the City of Lindsay is Blue Shield of California. For a summary of the PPO benefits and co-pays visit www.blueshieldca.com and log on using your Blue Shield ID# printed on your insurance card. Answers to specific questions are available by calling Pigott and Associates at 1-800-333-7535 or you may call the customer service number at 559-733-3127.0

Health Insurance Costs

All Rates effective January 1, 2016

Blue Shield Platinum	Employee Cost/Per Pay Period	
Employee Only	\$0.00	
Employee + Spouse	\$140.66	
Employee + Children	\$115.73	
Employee + Family	\$281.25	

Dental:

The City's dental plan is offered through AMERITAS. Employee and City contributions are covered in the health insurance costs noted above. Answers to specific questions are available by calling Pigott and Associates at 1-800-333-7535 or you can call AMERITAS customer service number at 1-800-659-2223.

Vision:

The City's vision plan is offered through SUPERIOR VISION. Employee and City contributions are covered in the health insurance costs noted above. Answers to specific questions are available by calling Pigott and Associates at 1-800-333-7535 or you may call SUPERIO VSION customer service number at 1-800-507-3800.

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Employee Assistance Program:

The EAP is a **confidential** service designed to help employees and their household members resolve personal and workplace challenges. Counseling services are available free of charge to employees 24/7 via 800-535-4985 TDD callers please dial 866-726-1785. Through the EAP, employees may receive telephone or face to face counseling services up to eight times per year per incident.

Employees use the EAP to access information and additional services by calling the number above or online at members.mhn.com and register with the company code: **csjvrma**.

Life Insurance:

City employees are covered under a \$15,000 term life insurance program through Lincoln Financial Group. An optional employee paid group supplemental life insurance program is also available to City employees. The employee paid term life insurance policy covers the employee and dependents and is portable (may be continued after individual is not employed by the City)

PERS Retirement:

City of Lindsay employees participate in the CalPERS retirement system.

Effective 01/01/2013

PEPRA Benefit Formula	Miscellaneous 2% at Age 62
Employer Contribution Rate as a percentage of payroll	6.55% of Reportable Compensation
Member Contribution Rate as a percentage of payroll	6.25% of Reportable Compensation

PEPRA Benefit Formula	Public Safety 2.7% at Age 57
Employer Contribution Rate as a percentage of payroll	12.082% of Reportable Compensation
Member Contribution Rate as a percentage of payroll	11.50% of Reportable Compensation

Employees Hired Prior 12/31/2012 or before

Benefit Formula	Miscellaneous 2.7% at Age 55
Employer Contribution Rate as a percentage of payroll	2% of Reportable Compensation
Member Contribution Rate as a percentage of payroll	6% of Reportable Compensation

Benefit Formula	Public Safety 3% at Age 55
Employer Contribution Rate as a percentage of payroll	5% of Reportable Compensation
Member Contribution Rate as a percentage of payroll	4% of Reportable Compensation

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Deferred Compensation:

The deferred compensation plan is a voluntary retirement program through Lincoln Life. City employees determine how much of their pay is to be directed towards the deferred compensation plan. The City will match the employee's contribution up to 3% of the employee's total annual income.

AFLAC Benefits:

AFLAC services pays cash benefits when a covered person has the following plans:

- Accident Indemnity Advantage Plan
- Cancer Care
- Short-Term Disability Insurance
- Hospital Advantage
- Specified Health Event Protection Plan

AFLAC is voluntary and rates may vary depending on age and income levels. Please see your representative for individual quotes.

Jennifer Bridges
Office/ Cell Phone: 559-358-6438
Email: jennifer_bridges@us.aflac.com

Worker's Comp Carrier:

The worker's comp carrier for the city is:

AIMS
P.O. Box 28100
Fresno, Ca. 93729
800-559-9891

For on the job injuries, report to: AMC CallConnect
1-844-691-4111

Employer Name: City of Lindsay

Group Code: CSJVRMA

1 – INJURED WORKER NOTIFIES SUPERVISOR

2 – SUPERVISOR / INJURED WORKER IMMEDIATELY CALL INJURY HOTLINE:

IN CASE OF LIFE OR LIMB THREATENING INJURY DIAL 9-1-1

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Cafeteria Plan Section 125:

Flexible Spending Accounts provided by City of Lindsay

To help you save money on health care and dependent care costs, City of Lindsay is happy to offer our employees Flexible Spending Accounts. The purpose of a Flexible Spending Account is to allow you to set money aside on a pre-tax basis to cover expenses that are not otherwise covered under a traditional medical, dental or vision plan.