

## 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 Anthem Blue Cross. For a summary of the PPO benefits and co-pays visit

<https://eoc.anthem.com/eocdps/ca/aso> or by calling (800) 727-2762

For more specific questions, please call Pigott and Associates at 1-800-333-7535.

**Health Insurance Costs**

All Rates effective January 1, 2017

Anthem Blue Cross	<b>Employee Cost/Per Pay Period</b>	
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](http://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.

<b>MEMBER CATEGORY</b>	<b>% AT AGE</b>	<b>EMPLOYEE CONTRIBUTION</b>	<b>EMPLOYER CONTRIBUTION</b>
<b>MISCELLANEOUS</b>			
TIER 1 (CLASSIC)	2.7% @ 55	6%	2%
TIER 2 (CLASSIC) EFF 1/1/12	2.7% @ 55	8%	0%
TIER 3 (PEPRA) EFF1/1/13	2%	6.25%	0%
<b>PUBLIC SAFETY</b>			
TIER 1 (CLASSIC)	3% @ 55	4%	5%
TIER 2 (PEPRA) EFF 1/1/13	2.7% @57	11.50%	0%

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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.

**Fran Herr | District Sales Coordinator**  
An Independent Agent Representing Aflac  
California Central; CA License #0F98565

[American Family Life Assurance Company of Columbus \(Aflac\)](#)

Mob: 559.300.5941 | Fax: 559.553.8850  
3130 W Main St., Suite D, Visalia, CA 93291  
[fran\\_herr@us.aflac.com](mailto:fran_herr@us.aflac.com) | [aflac.com](http://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:

1-888-770-0926

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

# City of Lindsay Benefit Summary

## *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. For existing participants please contact pay roll in December for any changes needing to be made for the beginning of the year.

#### **How the Plan Works:**

125 plans allow employees to contribute *pretax* dollars into the plan. Contributions toward plans are not subject to federal, state, or social security taxes. The contributions are placed into an account the employee can use to pay for allowed expenses ( for health insurance co payments, dependent care costs, and medical supplies). This "election" amount is automatically deducted from the employee's check (for that amount divided by the number of payroll periods). For example, we have 26 pay periods, and you elect to put \$520.00 in the plan. \$20 is deducted pre-tax from each paycheck and is held in an account (by the plan administrator) to be reimbursed upon request. The employees determine the amount they want to withhold, but one rule apply if receipts are not presented you lose it. This year the limit is **2,500.00 FOR MEDICAL EXPENSES AND 2,500.00 FOR DEPENDENT CARE EXPENSE.**

#### WELLNESS PROGRAM – PACE



We've made staying healthy fun. You can earn up to \$500 by completing 12 health actions annually. The incentive program *starts July 1 and ends on June 1* of the following year. All activity points must be completed by *June 1* to be eligible. Reward checks are mailed out in *June*. Only PACE Employees and Early Retirees with Anthem Medical Insurance are eligible to participate and earn rewards. **Start earning points today!**

Register at [www.mcsig.com](http://www.mcsig.com). Click on "Discover MCSIG" then "Wellness Programs" and follow registration instructions. Your user name is the initials of your name and your 6 digit date of birth. For example, John Smith born 2/15/72 would have the user name **JS021572**.