

City of Lake Forest

Full Time Employee Benefits As of June 20, 2025

Holidays

Ten (10) paid holidays annually

New Year's Day (January 1)
Martin Luther King Day (Third Monday in January)
Presidents' Day (Third Monday in February)
Memorial Day (Last Monday in May)
Independence Day (July 4)
Labor Day (First Monday in September)
Thanksgiving Day (Fourth Thursday in November)
Friday after Thanksgiving
Veterans Day (November 11)
Christmas Day (December 25)

Vacation

<u>Years of Service</u>	<u>Annual Hours</u>
0 – 2 years	80 hours
3 – 7 years	120 hours
8 years or greater	160 hours

An employee may not accumulate more than 280 hours of vacation. Once the 280-hour limit is reached, vacation time no longer accrues. Department Heads earn an additional 40 hours of vacation each year.

Sell Back of Accumulated Vacation – Twice a year, qualified employees may request a sell back of accumulated vacation (June and December). An employee must have at least 80 hours of accumulated vacation remaining after the sell back is completed AND must have taken 40 hours of vacation/management leave (of which at least 26 vacation hours must have been consecutive) within the last 12 months. Sell back requests are dependent upon the approved annual operating budget and City Manager approval.

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Management Leave

Management employees may receive annual management leave of 56 hours (department heads); 40 hours (division managers), or 32 hours (other management employees).

Sick Leave

Sick leave accrues at the rate of eight (8) hours with pay for each full calendar month of service. An employee may use up to 48 hours as "family sick leave" for immediate family members each calendar year, per Labor Code section 233.

Sell Back of Accumulated Sick Leave – Once a year, qualified employees may request a sell back of accumulated sick leave (December). An employee must have at least 360 hours of accrued sick leave remaining after the sellback is completed. An employee may sell all or part of those hours in excess of 360 back to the City at the rate of one hour of pay for each two hours of sick leave. Transitional Sick Leave Bank hours are not eligible for sell back. Sell back requests are dependent upon the approved annual operating budget and City Manager approval.

Healthcare Insurance Benefit Contribution

The City will pay a monthly medical insurance allowance for the category of coverage (employee only, employee +1, or family coverage) selected by the employee based upon county of residence. Effective January 1, 2025, the contribution to employee premiums will be 90% of the highest HMO plan offered.

Cash In Lieu

Employees who have a qualifying group health coverage through a spouse, domestic partner, parent, or other source, have the option to receive cash in lieu for City sponsored health benefits.

Physical Examination Allowance

Employees are entitled to an annual fiscal year allowance on a reimbursement basis for a physical examination. Department Heads can receive up to \$500 and all other employees can receive up to \$300.

Dental and Vision Plan Contribution

The City will pay the cost of both the Dental and Vision insurance plans.

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Short- and Long-Term Disability Plans

The City provides employees with both Short Term and Long-Term Disability Insurance (City-paid basic plan).

Short Term – after being off work 14 consecutive days, employee receives 66 2/3% of weekly earnings up to a maximum benefit of \$3,200 a week (maximum benefit period of 11 weeks).

Long Term - after being off work 90 consecutive days, employee receives 66-2/3% of monthly base salary up to a maximum benefit of \$14,000 per month (maximum benefit period up to age 65 but varies based upon age at disability).

Flexible Reimbursement Plans (Health Care or Dependent Care)

An employee may deduct monies on a pre-tax basis into a medical reimbursement account (\$3,300 annual maximum) and/or a childcare account (\$5,000 annual maximum) in accordance with IRS regulations.

Deferred Compensation

An employee may deposit up to \$23,500 per year, per IRS regulations, into a deferred compensation plan. There is no City contribution.

Life Insurance

City carries a plan for all employees that covers employee for one of the following:

- Department Heads/Division Managers: 1x annual base salary.
- All other employees: \$75,000.

Insurance Premiums

All employee deductions for medical and IRS allowed benefits are done on a pre-tax basis.

Retirement

New Members (as defined by the Public Employees' Pension Reform Act (AB 340))

“New Member” employees are covered by the “2% at 62” option of the Public Employees' Retirement System (PERS) plan and are subject to all provisions of AB 340. “New Member” employees pay 50% of the total annual normal cost of pension benefits which is currently 6.75%. Employee contributions are deducted on a pre-tax basis. The City also contributes 50% of the total annual normal cost of pension benefits.

The plan includes the following features:

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- Benefit options of the highest average annual final compensation during a consecutive 36-month period,
- Cap on annual salary that counts towards final compensation, and
- Other features to be clarified by PEPRA.

Classic Members (as defined by the Public Employees' Pension Reform Act (AB 340))

"Classic Member" employees are covered by the "2% at 55" option of the Public Employees' Retirement System (PERS) plan. Employees pay all of the employee contribution of 7.0%. Employee contributions are deducted on a pre-tax basis. The City also contributes a percentage of salary into a general account.

The plan includes the following features:

- Benefit options of the single highest year,
- 1959 Survivor Benefit (3rd Level), and
- \$500 death benefit.

Social Security

City employees do not contribute to Social Security.

Cell Phone Allowance

Management Team members (i.e., City Manager, Department Heads, Division Managers and Assistant to the City Manager) receive monthly cell phone allowances ranging from \$30 - \$100.

Tuition Reimbursement Program

Upon completion of the initial probationary period (or one year), an employee is eligible for reimbursement of tuition for up to \$1,500 per fiscal year for approved completed coursework toward a college degree. The completion date of the class is used to determine the fiscal year in which the benefit will apply.

Bereavement Leave

An employee may receive up to three (3) working days off with pay upon death of a member of the employee's immediate family per calendar year. See personnel rules for listing eligible family members.

On-The-Job Injury Leave

An employee may supplement the difference between California's Workers' Compensation Benefits and their full salary by using a prorated share of their accumulated sick leave or vacation.

Jury Duty

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City will pay for all the days an employee is scheduled for jury duty service.

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