Management & Professional Unit Benefits

- Membership in the Public Employees Retirement System (CalPERS, www.calpers.ca.gov) 2.5@55 formula (City shall pay 8% of the required employee’s contribution to CalPERS on behalf of each employee). Level 4 coverage under the 1959 Survivor’s Benefit; Pre-Retirement Option 2W Benefit. CalPERS will use the employee’s single highest year salary when calculating an employee’s retirement pension. PERS on PERS.

ARMP Program – Non-sworn full-time employees hired before January 1, 2010 are eligible to participate in the Alternative Retiree Medical Program (ARMP). Employees can choose to give up eligibility for the retiree medical program currently covering them under their applicable collective bargaining agreement or compensation plan. Employees who do not sign up will remain covered by the retiree medical program under the current applicable collective bargaining unit or compensation plan.

- Cafeteria Plan – The Cafeteria Plan offers employees the opportunity to purchase the following optional benefits: medical, dental and optical insurance. Each month, employees will be provided with an amount which will total an amount which includes the family rate for PERSCare, family dental (Guardian) and family optical (VSP). Employees will be eligible to receive cash (subject to taxation as wages) through the cafeteria plan if they either opt out of receiving one, two or all of the optional benefits provided through the plan or if they choose optional benefits that do not cost as much as the maximum dollar amount they receive through the plan.

Health Insurance is provided by CalPERS. Employees can choose one from a choice of three PPO plans: PERSSelect, PERSChoice, PERSCare which are administered by Blue Cross (www.anthem.com/calpers) or one from a choice of three HMO plans: Kaiser (www.kaiserpermanente.org/california), Blue Shield and Blue Shield NetValue (www.mylifepath.org). PERSCare, PERSChoice and PERSSelect:

Benefits are subject to a $500 (individual) or $1000 (family) deductible.

Each office visit has a $20.00 co-pay.

PPO/Out of Area: PERSCare Providers: Employee pays 10% after deductible is met. Non-PPO providers: Employee pays 40% and any difference that is not covered by Blue Cross.

PPO/Out of Area PERSChoice and PERSSelect: Employee pays 20% after the deductible is met. Non-PPO providers: Employee pays 40% and any difference that is not covered by Blue Cross. Non-PPO PERSChoice and PERSSelect providers: employee pays 40%.

PERSCare/PERSChoice/PERSSelect Retail Pharmacy Benefits:
Generic: $5.00, Preferred: $15.00, Non-Preferred: $45.00 (PERSChoice/PERSSelect not to exceed 30-day supply); (PERSCare not to exceed 34-day supply).

PERSCare/PERSChoice/PERSSelect Mail Order Program:
Generic: $10.00, Preferred: $25.00, Non-Preferred: $75.00 (not to exceed a 90-day supply).

The Dental Insurance is provided by The Guardian. Employees can choose either the standard or enhanced plan. The standard plan has a maximum of $2,000 per family member for dental expenses. These expenses include 2 cleanings a year and preventive treatment reimbursed at 100% of usual and customary charges; basic work reimbursed at 80% and major work reimbursed at 80%. There is one $50.00 deductible per family member. There is a $2,000 maximum (lifetime) for orthodontic expenses for children and/or adults and a separate $50.00 deductible for each family member.

The enhanced plan has a maximum of $3,000 per family member for dental expenses. These expenses include 3 cleanings a year and preventive treatment reimbursed at 100% of usual and customary charges, basic work reimbursed at 100% of usual and customary charges; basic work reimbursed at 80% and major work reimbursed at 80%. There is one $50.00 deductible per family member. There is a $3,000 maximum (lifetime) for orthodontic expenses for children and/or adults and a separate $50.00 deductible.

Vision Insurance is provided by Vision Service Plan (VSP), [www.vsp.com](http://www.vsp.com). Employees can choose either the standard or enhanced plan. The standard plan’s coverage includes: one eye exam every twelve months; spectacle lenses or contacts once every twelve months, frames once every twelve months. There is a $10.00 co-pay for an eye exam or contacts and a $10.00 co-pay for materials. The plan covers up to $120.00 for frames.

The enhanced plan’s coverage includes one eye exam every twelve months; spectacle lenses or contacts once every twelve months; frames once every twelve months. There is one $10.00 co-pay either for an eye exam or contacts or materials. The plan covers up to $300.00 for frames. Tints, scratch proof, anti-glide, and progressive bifocals are all covered after co-pay.

- **Retiree Medical For Employees Hired Before January 1, 2010:**

  For retirees who retired (service retirement only) after July 1, 1981, with the exception of those employees hired or promoted into the bargaining unit on or after December 2, 1997, the City shall continue rate of the to pay the difference between the PERS statutory minimum and the actual cost of the medical insurance premium up to the two-party rate of PERSCare. In the event of the death of a retired employee, the City shall continue to pay the single party rate for PERSCare for the spouse.

  For employees hired or promoted into the Management & Professional Unit on or after December 2, 1997, qualify for the retiree medical insurance benefit if they work a minimum of 5 years full-time employment with the City of Beverly Hills (which need not be entirely within the bargaining unit); and receive a service retirement from the City of Beverly Hills and does not perform any paid work for a PERS contracting agency following retirement from the City of Beverly Hills with the exception of work below 960 hours per fiscal year. Upon these conditions, the City will continue to pay the difference between the PERS statutory minimum and the actual cost of the medical insurance up to the single party rate of the PERSCare plan at the following rate:

  A. The City will pay 25% of the difference
  B. The City will pay an additional 5% of the cost of the insurance premium for each year of employee total service with the City of Beverly Hills up to 20 years. Employees who retire with 20 or more years of total service with the City of Beverly Hills will be entitled to receive 100% of the cost of the difference between the PERS statutory minimum and the actual cost of the medical insurance up to the PERSCare single party insurance premium.

- **Retiree Medical Insurance for Employees Hired On Or After January 1, 2010:**

  A. Employees will receive the PERS statutory minimum paid by the City.
  B. The City will contribute $300.00 per month ($138.46 per pay period) to a retirement account on behalf of these employees. When these employees retire, they will be able to purchase health insurance by contributing the additional costs for PERS medical, and dental and optical insurances they choose.
• Retiree Medical Insurance for Employees Who Promote Into the Unit after January 1, 2010:
  A. Those City employees as of December 31, 2009, will receive retiree medical benefits (based on their years of service with the City) in accordance with the benefits of this MOU as though they were a member of the bargaining unit prior to January 1, 2010.
  City paid 457 Deferred Compensation ($50.00/monthly) administered by ICMARC (www.icmarc.org). 401K and 401K Roth plans are also available. Employees may choose to contribute part of their accumulated sick leave to deferred compensation if they have a minimum of 15 years of service with the City of Beverly Hills, the employee’s sick leave balance will not be reduced below 500 hours by the contribution, the contribution is limited to no more than three consecutive years (although an employee may contribute more than three years over his/her career); the contribution can be used only for funding the deferred compensation “catch-up” provision and the contribution shall not exceed the amount which will bring the annual deferral to the maximum allowed by law.

$100,000 life insurance policy under the City’s life insurance program provided by The Guardian; employee can purchase an additional $5,000 for a total of $105,000.

Additional voluntary life insurance offered through RSL (Reliance Standard Life).

Long-Term Care insurance available for purchase through UNUM.

Long-Term Disability insurance provided by Sun Life Financial pays 2/3 of basic monthly earnings up to a maximum of $6,000 for sickness and/or accident; 30-day elimination period.

Flexible Spending Accounts (FSA) offered by Conexis. Employees can participate in both a health care and dependent care flexible spending account whereby employees will be able to defer up to $2,500 per year for health care and up to $5,000 per year for dependent care to pay for any eligible out of pocket expenses related to health care or dependent care on a pre-tax basis.

ADDITIONAL BENEFITS

• Two weeks paid vacation for the first year of service; three weeks beginning the second year of service; four weeks with the beginning of the 15th year. At the of each calendar year, upon employee’s request, an employee with 240 hours or more of accumulated vacation can receive cash payment for up to 80 vacation hours earned but not taken during the calendar year. An employee, who separates from City service, shall receive an amount equal to accumulated vacation at the time of separation. The rate of payoff shall be calculated at the rate of pay at the time of separation. An employee shall not have the option of using accumulated vacation, in lieu of receiving vacation pay-off at the time of separation.
• Twelve days sick leave per calendar year with sick leave pay-off option (24 hours). Employees who have seven or more continuous years of service shall be eligible for sick leave pay-off upon separation from employment with the City. For the first 7 years of service – 21% of accumulated sick leave. For each year after the seventh year, 5% of accumulated sick leave per full year of service to a maximum of 79%. The maximum rate of sick leave payoff is 100%. Sick leave payoff shall be calculated at the rate of pay received by the employee at the time of separation.
• 80 hours of administrative leave which is available for use starting on January 1 of each year (which will accrue pro-rata during each pay period throughout the year) with cash payment for up to 40 hours of administrative leave not taken as time off during the calendar year.
• 10 paid holidays, plus two personal holidays.
• Bereavement leave for spouse, parent, brother, sister, child, step-child, grandparent in-law or registered partner. Employee can use up to 40 hours of bereavement leave per calendar year. In addition, employee can use 40 hours of sick leave if needed.
• Military buy back option to a maximum of four years buy back time at expense of the employee.
• Tuition assistance upon approval.
• Employee Fitness Center.
• Discount tickets to Southern California attractions.
- Library Card from City of Beverly Hills Library.
- Beverly Hills City Employees Federal Credit Union.