Summary of Benefits
Confidential Exempt Employees

City of Sierra Madre
232 W. Sierra Madre Blvd.
Sierra Madre, CA 91024
(626) 355-7135 Fax (626) 355-2251
www.cityofsierramadre.com

PERS Retirement

- Classic Members
  - 2.5% @ 55 misc.
  - 3% employee share paid by the City (0% on 07.01.14)
  - EPMC: 3% paid by the City is reported as employee's income for calculating retirement benefit
  - Single highest year calculation
- New Members
  - 2% @ 62 misc.
  - EE pays 50% of normal cost
  - Three highest years calculation
- Level IV Survivor benefit

Medical, Dental, & Vision Insurance

- PERS Medical Plans available (HMO/PPO)
- City benefit fully paid (100%) for employee and dependents

Life & Accidental Death Insurance

- Term Life Policy $50,000 for employee

Disability

- City pays full cost of short- and long-term disability insurance

Deferred Compensation

- Plans with ICMA
- City contributes $50 per pay period ($1,300 annually)

Management Leave

- 80 hours per year at July 1
- Buy back at anytime

Sick Leave

- Accruable at 96 hours per year
- Buy back option, with limitations

Vacation Leave

- 96 hours per year, with additional accrual for each year of service after four years
- For new hires, vacation based on years of public service
- Buy back option, with limitations

Holidays

- New Year's Day
- Martin Luther King, Jr. Day
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- Veteran's Day
- Thanksgiving Day
- Friday after Thanksgiving Day
- Christmas Eve (4 hours)
- Christmas Day
- Work days between Christmas & New Year's (non-Public Works Yard employees)
- New Year's Eve (4 hours)*
- Three Floating Holidays*

  **Public Works Yard employees only*

Tuition Reimbursement

- Up to $10,000 for cost of tuition.

Computer Loan Program

- Up to $3,000 low interest loan and payroll deduction

Alternative Work Week

- 9/80 work week

Flexible Spending Program

- Medical ($2,500 annually)
- Childcare/parent care ($5,000 annually)

Employee Assistance Program

- Health EAP
- WorkLife Services
- Confidential Advice

Ancillary Benefits Available through Payroll Deduction

- Accident Insurance
- Additional Life Insurance
- Cancer Insurance
- Disability Insurance