



CITY COUNCIL MEMBERS SUMMARY OF BENEFITS

Salary: The City of Norwalk compensates council members \$950.91 per month.

Retirement: The City of Norwalk contracts with the Public Employees' Retirement System (PERS) for retirement benefits. The City pays the council member's portion of 8%. The retirement formula is calculated at 2.7% @ 55. In the event the council member cannot receive a contribution to PERS, the council member has the right to transfer City contributions to a deferred compensation plan.

Medical Insurance: The City of Norwalk contracts with the Public Employees' Retirement System for health insurance benefits. Council members and their dependents are eligible for this benefit. The City pays the full insurance premium up to \$2097.91 per month. Council members are eligible to receive one-half of their unused medical insurance premium as salary or as a contribution into their deferred compensation plan. Council members may transfer any unused medical insurance premiums to salary for a total possible salary of \$1,407.35, the maximum allowable salary permitted.

- The current HMO benefit plans offered are: Blue Shield Access+, Blue Shield Net Value and Kaiser Permanente
- The current Indemnity benefit plans offered are: PERSCare, PERS Select and PERS CHOICE

Dental Insurance: The City contracts with Delta Dental Plan. The City pays the full monthly insurance premium. There are two options that council members may select under the Delta Dental Plan: Delta Dental Premier (similar to an indemnity plan) and DeltaCare USA (similar to a DMO). The council member and their dependents are eligible for this benefit.

Vision Insurance: The City contracts with VSP and pays the full monthly insurance premium. The plan covers the council member and eligible dependents.

Life Insurance: The City provides council members with a \$50,000 life insurance policy. The premium is paid in full by the City. The City also offers optional life insurance plans that may be purchased by council members.

401(a) Deferred Compensation Plan: The City contracts with ICMA for the 401(a) benefit. The City contributes 2% of salary. Council members have the option to transfer salary or unused medical insurance premiums not taken as salary into their deferred compensation plan.

Stipends

Council members receive a \$30 stipend per RDA meeting attendance.

Vehicle Allowance: The City provides council members with a \$500 per month vehicle allowance.

Optional Benefits: Credit Union, EAP and Deferred Compensation Plans (ICMA or Nationwide).



EXECUTIVE MANAGEMENT/MID-MANAGEMENT SUMMARY OF BENEFITS

Retirement: The City of Norwalk contracts with the Public Employees' Retirement System (PERS) for retirement benefits. The City pays the employee's portion of 8%. The retirement formula is calculated at 2.7% @ 55.

Medical Insurance: The City of Norwalk contracts with the Public Employees' Retirement System for health insurance benefits. An employee and their dependents are eligible for this benefit. The City pays the full insurance premium up to \$2,097.91 per month. An employee is eligible to receive 50% of any unused monthly medical insurance.

The current HMO benefit plans offered are: Blue Shield Access+, Blue Shield Net Value, and Kaiser Permanente

The current Indemnity benefit plans offered are: PERSCare, PERS CHOICE and PERS Select

Dental Insurance: The City contracts with Delta Dental Plan. The City pays the full monthly insurance premium. There are two options that an employee may select under the Delta Dental Plan: Delta Dental DPO (similar to an indemnity plan) and DeltaCare USA (similar to a DMO). An employee and their dependents are eligible for this benefit.

Vision Insurance: The City contracts with VSP and pays the full monthly premium. The plan covers the employee and eligible dependents.

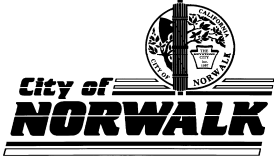
Life Insurance: The City provides insurance at 1½ times the employee's annual salary. The premium is paid in full by the City. The City also offers optional life insurance plans that employees may purchase on their own.

Long-Term Disability Insurance: The City contracts with Standard Insurance for Long Term Disability benefits. The City does not pay into the State Disability system. This plan is used in lieu of State Disability. The premium is paid in full by the City.

401(a) Deferred Compensation Plan: The City contracts with ICMA for the 401(a) benefit. The City contributes 4% for executive management and 2% for mid-management.

City Vehicle: The City provides Department Heads with a City owned vehicle for business use or a vehicle allowance at \$400 per month. The City Manager and Assistant City Manager receive a monthly auto allowance at \$600 and \$500 respectively.

Optional Benefits: Credit Union, EAP, Deferred Compensation Plans (ICMA & Nationwide), Supplemental Insurance Plans (Allstate & AFLAC), Tuition Reimbursement Program, Computer Loan Reimbursement Program and Annual Management Physical Examination.



GENERAL UNIT SUMMARY OF BENEFITS

Retirement: The City of Norwalk contracts with the Public Employees' Retirement System (PERS) for retirement benefits. The City pays the employee's portion of 8%. The retirement formula is calculated at 2.7% @ 55.

Medical Insurance: The City of Norwalk contracts with the Public Employees' Retirement System for health insurance benefits. An employee and their dependents are eligible for this benefit. The City pays up to \$770 per month of the premium with the employee responsible for any remaining amount.

The current HMO benefit plans offered are: Blue Shield Access+, Blue Shield Net Value, and Kaiser Permanente

The current Indemnity benefit plans offered are: PERS-Care, PERS Select and PERS-CHOICE

Dental Insurance: The City contracts with Delta Dental Plan. The City pays the full monthly insurance premium. There are two options that an employee may select under the Delta Dental Plan: Delta Dental DPO (similar to an indemnity plan) and DeltaCare PMI (similar to a DMO). An employee and their dependents are eligible for this benefit.

Vision Insurance: The City contracts with VSP and pays the full monthly premium. The plan covers the employee and eligible dependents.

Life Insurance: The City provides a \$5,000 life insurance policy for employees who have been employed for less than 5 years. The policy increases after 5 years of service to 1 ½ times the employee's annual salary. The premium is paid in full by the City. The City also offers optional life insurance plans that employees may purchase on their own.

Long-Term Disability Insurance: The City contracts with Standard Insurance for Long Term Disability benefits. The City does not pay into the State Disability system. This plan is used in lieu of State Disability. The premium is paid in full by the City.

Optional Benefits: Credit Union, EAP, Deferred Compensation Plans (ICMA & Nationwide), Tuition Reimbursement Program, Computer Loan Reimbursement Program, Voluntary Supplemental Insurance Plans and Bilingual Skill Incentive Payment.



HOURLY SUMMARY OF BENEFITS

Retirement: The City of Norwalk contracts with the Public Agency Retirement System (PARS) for retirement benefits. The employee pays the full contribution of 7.5%. Enrollment is required.

Credit Union: The City of Norwalk is affiliated with the Los Angeles County F & A Federal Credit Union for savings and loan service. All employees are eligible for membership.

Employee Assistance Program: An Employee Assistance Program (EAP) is available to provide help to employees and members of their families who are experiencing personal problems.

After 3,000 hours of employment, the following benefits are earned by an hourly employee:

Vacation Leave: Vacation leave is accumulated at the rate of .046 hours for each hour of straight time worked.

Sick Leave: Sick leave is accumulated at the rate of .046 hours for each hour of straight time worked. Sick leave will be credited for use on the payroll period following accrual. Employees shall be able to accrue sick days from year to year. However, employees shall not be compensated for unused sick days at termination or separation of employment.

Family Sick Leave: Hourly Unit employees shall be authorized to use a portion of their sick leave to care for a family member who is ill or disabled.

Paid Holidays: Hourly Unit employees will be paid at the rate of six (6) hours each for the following holidays: New Year's Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.

Bereavement Leave: In the event of a death in the family of an Hourly Unit employee, the employee shall be authorized up to three (3) regularly scheduled days of absence with pay respectively to make household adjustments or to attend funeral services.

Medical & Dental Insurance: Note: This is for 3,000 hour Hourly Unit employees who work an average of 25 hours or more per week. The City currently pays the monthly premium cost up to a set amount for medical and 100% of the dental premium for employee only.