



PART TIME EMPLOYEES

MEDICAL PLANS

Effective January 2017

Part-time employees may be eligible for medical coverage through the City of Anaheim. If they have worked an average of 30 or more hours per week during the previous twelve months, they will be eligible for medical coverage through the City. Part-time employees may also be eligible for medical coverage based on their union contract.

| Plan | Total Cost | City Cost | Employee Cost | Cost per Pay Period |
|---------------------|-------------|-----------|---------------|---------------------|
| Kaiser HMO 1 | | | | |
| Single | \$ 461.56 | \$ 393.33 | \$ 68.23 | \$ 34.11 |
| 2-Party | \$ 923.11 | \$ 393.33 | \$ 529.78 | \$ 264.89 |
| Family | \$ 1,306.20 | \$ 393.33 | \$ 912.87 | \$ 456.43 |
| Kaiser HMO 2 | | | | |
| Single | \$ 524.44 | \$ 393.33 | \$ 131.11 | \$ 65.55 |
| 2-Party | \$ 1,048.88 | \$ 393.33 | \$ 655.55 | \$ 327.77 |
| Family | \$ 1,484.16 | \$ 393.33 | \$ 1,090.83 | \$ 545.41 |

VISION CARE: Included in Medical Plan

| | | |
|---------------------|--------------------------------|--|
| Kaiser HMO 1 | No charge for routine eye exam | |
| Kaiser HMO 2 | Examination \$15 Co-payment | Glasses - \$150.00 allowance toward standard frames and lenses every 24 months |

Medicare: Employees hired after March 31, 1986 pay 1.45% Medicare tax and are covered by Medicare. City contributes an equal amount.

TAX DEFERRED SAVINGS PLANS

Deferred Compensation (457) Plan: Part time employees are required to participate in a deferred compensation plan in lieu of participation in Social Security. Part time employees may also participate (voluntarily) in one of two deferred compensation plans offered by the City. Maximum contributions are as defined by law.

LEAVE PROVISIONS

Sick Leave: City of Anaheim part-time employees will earn 1 hour of paid sick leave for every 30 hours actually worked, up to a maximum of 24 hours in a calendar year. Paid sick leave accruals may carry over to the following calendar year and will be capped at 48 hours.

EMPLOYEE ASSISTANCE PROGRAM

REACH - Free of charge to employees and family members.

MISCELLANEOUS BENEFITS

Bilingual Pay: Employees in positions that have been specifically designated by the department head as requiring bilingual skills (speaking, reading, writing, and interpreting) may receive bilingual pay. Part-Time employees receive .70¢ per hour for speaking level or .90¢ per hour for speaking, reading, and/or writing. Such designated employees must be certified by an official bilingual certifier.