



BENEFITS PACKAGE

The City of Irvine offers excellent job security and a highly competitive compensation and benefits package including:

RETIREMENT

- CalPERS 2% at 62 formula for new and “PEPRA” CalPERS members who joined on or after 1/1/2013.
- CalPERS 2% at 55 formula for “classic” CalPERS members who joined before 1/1/2013 and have never had more than a six-month break in service.
- Note: CalPERS will make the ultimate determination of retirement formula tier.

HEALTH PLAN

The City currently offers medical, dental, and vision insurance coverage for employees and their dependents. In addition, the City provides life insurance and a disability plan for employees.

LEAVE TIME

120 to 200 hours of annual vacation based on years of service, 60 hours of annual administrative leave, 120 hours of annual personal leave, 8 hours of sick leave per month, and 12 paid holidays per year.

FLEXIBILITY

5/40, 9/80, or 4/10 workweek schedules are available depending on assignment. Paid lunch included.

DEFINED CONTRIBUTION (401A)

The City shall contribute an amount equal to 4% of an employee’s base salary in a defined contribution account.

RETIREE HEALTH SAVINGS

The City shall contribute an amount equal to 2% of an employee’s base salary in a retiree health savings account.

CAR ALLOWANCE

The City provides a monthly car allowance of \$300.

MANAGEMENT INCENTIVE COMPENSATION

The City offers additional compensation in the amount of 3% above base salary.

LONGEVITY INCENTIVE COMPENSATION

The City provides compounding incremental financial incentives of 3% to 10.33% at the 10, 15, and 20 years of service milestones.

EMPLOYEE DISCOUNTS

Entertainment discounts available for many theme parks and attractions throughout Orange County, Los Angeles, and San Diego.

HEALTH AND WELLNESS

Health and Wellness Benefit of \$1,000 per year for work-related expenses, training costs, and other unreimbursed expenses.

WELLNESS PROGRAM

City Wellness program that includes on-site fitness centers.

STUDENT LOAN FORGIVENESS

The City is a qualifying employer for the Public Service Loan Forgiveness Program. Visit studentaid.gov for more information. *A minimum of 30 hours per week is required. Employees may work for more than one qualifying employer.

PREVENTATIVE EARLY DETECTION SCREENING

Employees shall be eligible for one preventative early detection screening provided by Longevity or Function Health on an annual basis.

PARENTHOOD LEAVE

160 hours of paid parenthood leave within one year of birth or adoption.

NURSING-FRIENDLY

Access to a mother’s room, or other private setting, and lactation breaks for nursing mothers.

PROFESSIONAL ADVANCEMENT

Professional Advancement benefit of 12.35% for employees who attain or currently hold a master’s degree or equivalent certification.

Disclaimer: Refer to your MOU for more information and/or restrictions based on status.

