



# 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

80 to 160 hours of annual vacation depending on classification and years of service; 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.

## 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](http://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.

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

