



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.

MEDICAL RETIREMENT

Medical retirement reimbursement, up to \$1,360/month.

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 accrual depending on years of service; 12 paid holidays per year; 96 hours of sick leave per year; and 120 hours of annual personal leave.

Military Leave and paid Military Leave, are also available.

POLICE OFFICER SPECIAL ASSIGNMENT PAY

- Investigations, Traffic, Field Training Officer, Youth Services, and Mental Health Unit - 6%
- Special Weapons and Tactical Team (SWAT), Mounted Unit, Emergency Medical Technician, Major Accident Investigation Team (MAIT), Drone Team, Therapy Dog Handlers, Drug Recognition Expert (DRE) and Crisis Negotiations Team (CNT) - 1.5%
- K9 - 7.2%

INCENTIVE PAY

- Graveyard Shift Differential - 4%
- Swing Shift Differential - 2%
- Intermediate POST - 5%
- Advanced POST - 15.5%
- Bilingual Pay - 2%

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.

STUDENT LOAN FORGIVENESS

The City is a qualifying employer for the Public Service Loan Forgiveness Program.
Visit studentaid.com for more information.

FLEXIBILITY

4/10 and 3/12 work week schedules are available dependent upon assignment.

HEALTH AND WELLNESS

- Health and Wellness Benefit of \$1,000 per year for work related expenses, training costs and other unreimbursed expenses.
- Equipment reimbursement of \$300 per year.

PREVENTATIVE EARLY DETECTION SCREENING

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

WELLNESS PROGRAM

City Wellness program that includes on-site fitness centers with state-of-the-art equipment.

EMPLOYEE DISCOUNTS

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

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.

