



# 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.

## 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.

## DEFINED CONTRIBUTION (401)

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

## 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.

## RETIREE HEALTH PLAN

The City shall contribute an amount equal to 3% of an employee's base salary in a retiree health plan.

## FLEXIBILITY

5/40, 9/80, or 4/10 work week schedules are available dependent upon assignment. Paid lunch included.

## HEALTH AND WELLNESS

Health and Wellness Benefit of \$1000 per year for work related expenses, training costs, and other unreimbursed expenses.

## 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.

## 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.

## 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.

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

