



CUPERTINO

CITY OF CUPERTINO

SUMMARY OF BENEFITS

JANUARY 1, 2022

CITY COUNCIL

CALPERS RETIREE HEALTH BENEFITS

City Council:

City Council are eligible for health benefits at the time of retirement with the City of Cupertino with the following criteria:

City Council hired **AFTER** August 1, 2004, and have ten or more full-time years of CalPERS service, including five years with the City of Cupertino, are eligible for health benefits (CalPERS Health Benefit Vesting Requirement -100/90 Formula). The City contribution is set forth by the "State" as follows:

CalPERS service (including 5 years with Cupertino)

10 years	50%**	15 years	75%**
11 years	55%**	16 years	80%**
12 years	60%**	17 years	85%**
13 years	65%**	18 years	90%**
14 years	70%**	19 years	95%**
		20 years	100%**

**** 2022 – "State Employees" 100/90 Formula/Health City Contribution Levels:**

Employee Only	\$ 816.00/Month
Employee + 1	\$1548.00/Month
Employee + 2	\$1983.00/Month

DENTAL INSURANCE

Group Plan: **Delta Dental Plan of California**

Group Number: 1539-0006

Coverage: Dental Program covers several categories of benefits. Delta will provide payment for a maximum of **\$2,500** for each person covered each calendar year.

Basic Benefit:

Oral Surgery – 75%/25%

Diagnostic & Preventative Benefits - 100% PPO or 75%/25% Premier

Cleanings: Four per calendar year

Prosthodontic Benefits - 75/25%

Orthodontic Benefits - 60/40% (**\$2,500** Life Time Maximum)

See Delta Benefit Summary for more details in coverage

Premium: **\$114.30 per month**

City's Cost: City Contribution **\$126.78 per month** for each employee including dependents (no cash back).

City Council Cost: **\$0.00 per month**

City Councilmembers who retire from the City of Cupertino are eligible for Retiree Extended Dental Benefits provided the premium is paid in full by the Retiree each month. No City contribution.

VISION INSURANCE

Group Plan: **Vision Service Plan (VSP)**
#12 074461 0001 (Plan B)

Coverage: Vision Program provides for regular eye examinations and benefits toward vision care expenses including glasses or contact lenses.

Standard Eye Examination and Glasses:

Wellvision Exam:	Every 12 months* (\$20 co-pay)
Prescription Glasses:	Every 12 months* (\$20 co-pay)
Frame:	Every 24 months* (\$130 - \$150 allowance)
Contact Lens:	Every 12 months* (\$130 allowance)

*From last date of service

Co-payments: \$20/\$20 - The first co-payment applies to the eye examination and the second co-payment applies to materials. Services obtained through non-member providers are subject to the same co-payments and limitations as services through VSP participating doctors.

Laser Vision

Correction: Average 15% off the regular price or 5% off the promotional price. Discounts only available from contracted facilities.

Premium: **\$16.34 per month**

City's Cost: City Contribution is **\$14.94 per month** for each employee including dependents

City Council Cost: **\$1.40 per month**

City Councilmembers who retire from the City of Cupertino are eligible for Retiree Extended Vision Benefits provided that the premium is paid by the Retiree in full each month. No City contribution.

LIFE INSURANCE

Group Plan: **Hartford Life Insurance Company**
Policy No. 698457

Coverage: City Councilmembers are eligible for a Basic Life Insurance policy with a benefit amount of \$16,000.

Premium: **\$3.36 Life and \$0.48 AD&D per month maximum**

City's Cost: **Life = .21 per thousand, AD&D = .03 per thousand**

City Council Cost: **None**

CALPERS RETIREMENT

The City of Cupertino pays the employee/employer share contribution of base salary to the **Public Employees' Retirement System (CalPERS)** as follows:

SUMMARY OF PLAN DIFFERENCES

CALPERS MEMBERSHIP	CLASSIC MEMBER	CLASSIC MEMBER (with previous employer)	NEW/PEPRA MEMBER
TIER	TIER 1	TIER 2	TIER 3
RETIREMENT FORMULA	2.7 @55	2.0 @60	2.0 @62
APPLIES TO	Current employees hired before 12/29/12 (Includes City Council)	Employees hired after 12/29/12 with Classic Membership and without a six-month break in CalPERS or a Reciprocity System (Includes City Council)	New Employees to Cupertino and CalPERS (or have not worked for 6 months or more in CalPERS) (Includes City Council)
SALARY	Same	Same	Same
PERSABLE SALARY	Capped at: \$305,000 (2022)	Capped at: \$305,000 (2022)	Capped at: \$161,969 (2022) No uniform allowance
RETIREMENT	Employee Contribution paid by City = <u>0%</u>	Employee Contribution paid by City = <u>.0%</u>	Employee Contribution paid by City = <u>0%</u>
	Employee Contribution paid by Employee = <u>8%</u>	Employee Contribution paid by Employee = <u>7%</u>	Employee Contribution paid by Employee = <u>7%</u>
Total	8%	7%	7%
Employer Contribution Rate	FY 21-22 FY 22-23	FY 21-22 FY 22-23	FY 21-22 FY 22-23
UAL*	10.44% 9.74%	10.44% 9.74%	10.44% 9.74%
Total	<u>20.85%</u> <u>22.14%</u>	<u>20.85%</u> <u>22.14%</u>	<u>20.85%</u> <u>22.14%</u>
	31.29% 31.88%	31.29% 31.88%	31.29% 31.88%
*UAL = Unfunded Accrued Liability			
50% Normal Cost (14%)	Effective 7/1/2021	Effective 7/1/2021	Effective 7/1/2021
PAID ON	Highest Year	Highest 3-year average	Highest 3-year average

To be eligible for service retirement, the employee must be at least age 50 and be vested with five years of CalPERS service credit.

The City of Cupertino contracts for the following PERS options:

- 2.7% at age 55 for employees hired prior to 12/29/12 with highest twelve consecutive months.
- 2% at age 60 for employees hired after 12/29/12 with three-year final compensation.
- Service credit for unused sick leave
- Military service buy-back option
- 1959 Survivor Benefit – 4th Level
- Peace Corps buy back option

1959 SURVIVOR BENEFIT

The 1959 Survivor Benefit provides a monthly allowance to eligible survivors of members who were covered for this benefit program and died before retirement. This benefit coverage is available by contract amendment for those members who are not covered by federal Social Security with their employers. Covered members are required to pay a \$2 monthly fee that is deducted from their salary.

Monthly Benefit Payments:

Benefit Level	One Survivor	Two Survivors	Three or More Survivors
Level 4	\$950	\$1,900	\$2,280

City's Cost: City Contribution is \$5.20 per month per employee

City Council Cost: \$2.00 per month

DEFERRED COMPENSATION

457 Plans: Nationwide Deferred Compensation
MissionSquare (formerly ICMA Retirement Corporation)
PERS 457 Program administered by Voya

Each employee may elect to become a participant of the plan and defer payment of compensation. The maximum amount that may be deferred during the **2022 calendar year is \$20,500. If age 50 or older the employee may defer \$27,000 a year. "Catch-up" provision amount is \$41,000.**

FLEXIBLE SPENDING ACCOUNT (FSA)

Voluntary Benefit: TASC – Total Administrative Services Corporation

Employees may contribute payroll deductions on a pretax basis to spend on qualifying expenses throughout the calendar year.

Plans: **Health Care Flexible Spending Account**

\$2850 - Maximum election

Includes \$570 maximum carryover from the previous year

Dependent Care Flexible Spending Account

\$5000 Maximum – per individual or married couples filing jointly

\$2500 Maximum – for a married individual filing separately

Transit Flexible Spending Account

\$280 Maximum per month

Parking Flexible Spending Account

\$280 Maximum per month

EMPLOYEE ASSISTANCE PROGRAM

Group Plan: Managed Health Network, Inc.

Plan No: 1010

City's Cost: Premium is **\$4.07 per month** for each employee including their dependents

City Council Cost: **None**

The Employee Assistance Program (EAP) is available to all employees. The EAP is designed to provide professional counseling services for employees and family members. The City has selected Managed Health Network, Inc. (MHN) to administer the EAP Program.

Employees and eligible family members (immediate family) are entitled and encouraged to use the EAP for confidential pre-paid counseling services for health, behavioral and personal problems. Employees and family members will be entitled to five visits each per year per incident at no cost to the employee.

RECREATION BUCKS

The REC BUCKS program is a reimbursable wellness benefit available to employees and their dependent family members. Dependent family members are those family members listed on the employee's dental plan coverage.

Each full-time, benefitted employee may be reimbursed for allowable expenses each calendar year. The amount will be pro-rated for employees hired after the first of the year, with the benefit starting the first day of the month following the employee's hire date. Part-time, benefitted employees may be reimbursed for a pro-rated portion annually, depending on the number of hours worked.

City Councilmembers are eligible for **\$500.00** Rec Bucks each calendar year.

SPORTS CENTER MEMBERSHIP

City Councilmembers receive a Sports Center Membership **each calendar** year.

Retirees

CalPERS retired City Councilmembers are eligible to receive Sports Center Membership **each calendar year**. *Spouses not included.*

CITY COUNCIL TECHNOLOGY POLICY

TECHNOLOGY POLICY

Scope and Applicability

This policy applies to all City Councilmembers for the procurement of technology (i.e., desktop PC, laptop, tablet, cell phone, printer, and Professional). This technology is in addition to City technology provided to Councilmembers residing within the Mayor's or Council's office located at City Hall.

Technology Purchases

To facilitate communications with citizens, staff and other City Councilmembers, a Councilmember is provided a technology allowance in the amount of \$30.00 per month. Technology equipment includes, but not limited to, desktop computer, cell phone, printer, and Microsoft Office. Equipment purchased with the allowance must be consistent with standard City issue, or approved by the Director of Information Technology and shall be returned to or purchased from the City at market value when the Councilmember leaves office.

ADDITIONAL TECHNOLOGY BENEFITS:

Internet: \$30.00 monthly allowance

Ipad: \$15.00 monthly allowance