



Welcome to the
City of Lodi



New Employee Orientation

City of Lodi Orientation



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About the City



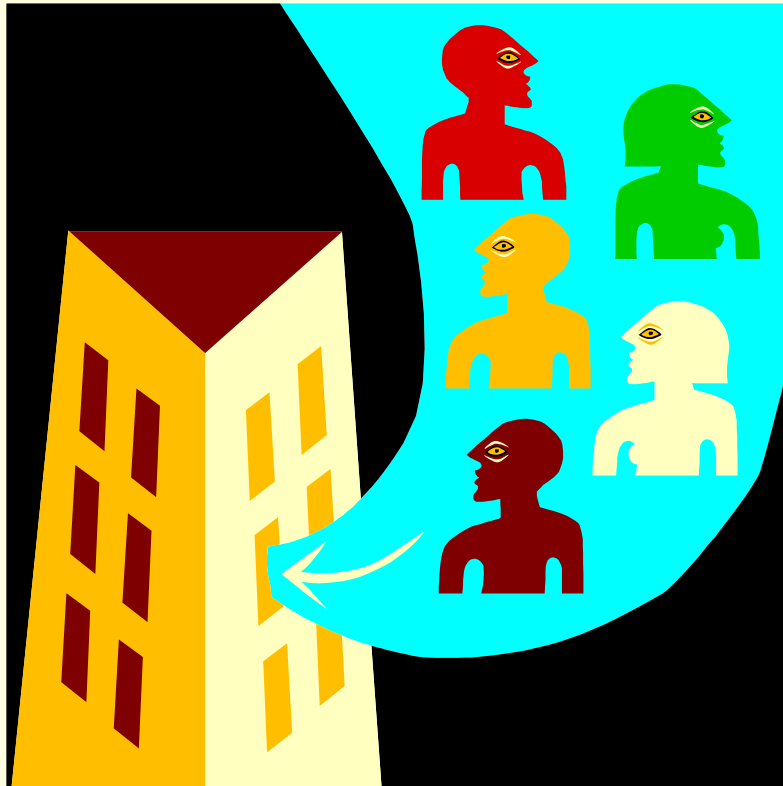
- Population of 65,000
- "Zinfandel Capital of the World"
- 70 wineries/40 tasting rooms
- Strives to protect its historical, small-town charm
- About 440 full-time employees
- Elected City Council, who appoints the Mayor

City Departments



- Administration
- Human Resources
- Information Systems
- Finance/Budget
- Hutchins Street Square
- Community Development
- Parks & Recreation
- Electric Utility
- Public Works
- Fire
- Library
- Police

Employee Bargaining Units



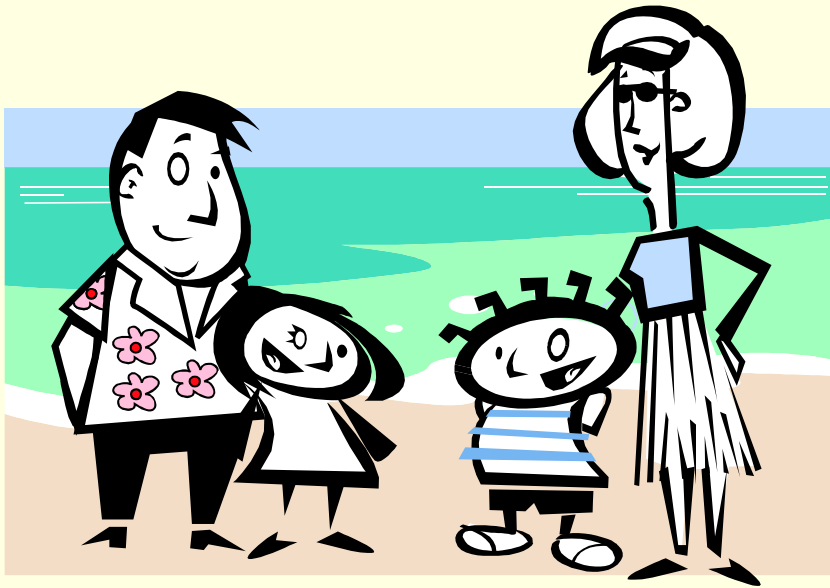
- Firefighters
- Fire Mid-Management
- IBEW
- Dispatchers
- General Services
- Police Officers
- Police Mid-Management
- Maintenance & Operators
- Mid-Management
- Executive Management
- Confidential
(unrepresented)

Vacation Time



- Generally, employees receive 10 days of vacation for their first 5 years
- After 5 years vacation time increases based on the appropriate union contract
- The maximum accrual for vacation leave is 2 times your annual accrual rate

Holiday Leave



- Most employees observe 9.5 days of fixed holidays each year
- Most employees also receive 4 days (32 hours) of floating holiday time
- Refer to appropriate union contract for actual days and hours

Sick Leave



- Generally, employees receive 3.70 hours of sick leave each pay period for a total of 96.20 hours or 12 days per year
- The exceptions to the above would be Police, Fire and Dispatch (safety) personnel
- Refer to your union contract for the amount you earn

PERS Retirement



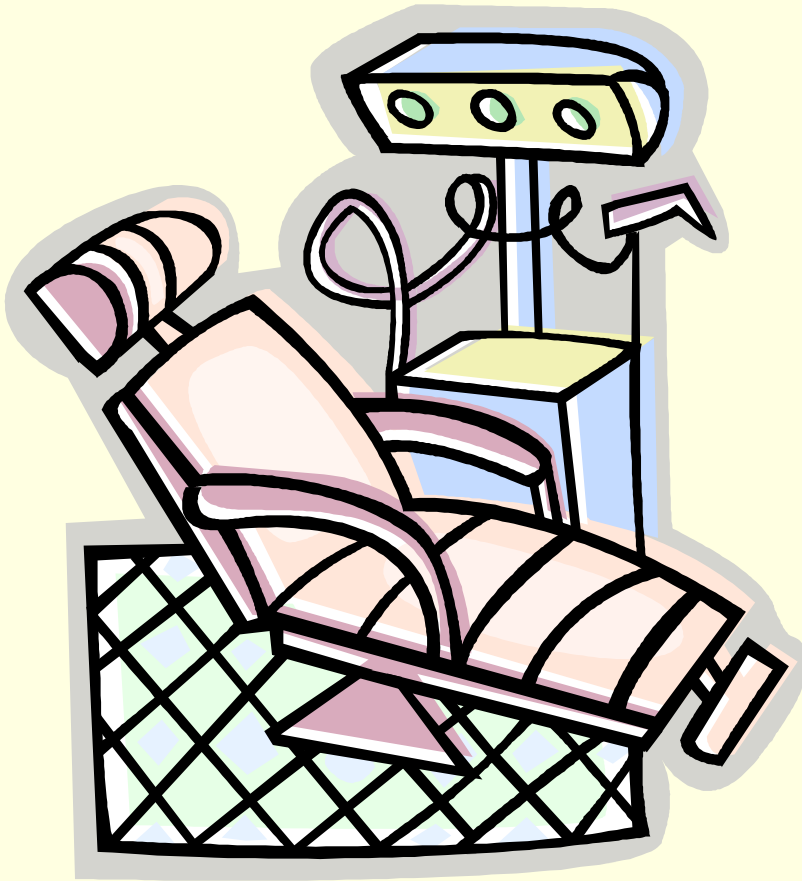
- PERS retirement contributions for employee and employer are paid by the City of Lodi
- Non-safety employees have a retirement formula of 2% at 55
- Safety employees have a retirement formula of 3% at 50

Medical Insurance Plans



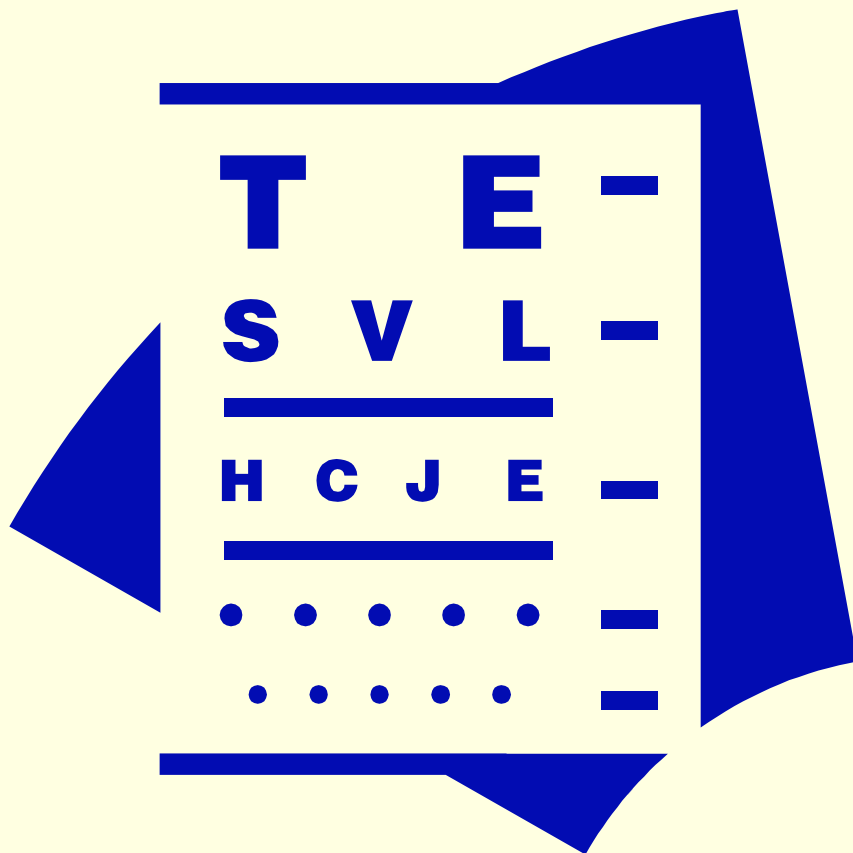
- Kaiser
- Blue Shield Access +
- Blue Shield Net Value
- PERS Choice
- PERS Select
- No cost for employee only medical
- Employee contribution for employee + 1 is \$80/month
- Employee contribution for 2 or more dependents is \$104/month

Dental Insurance



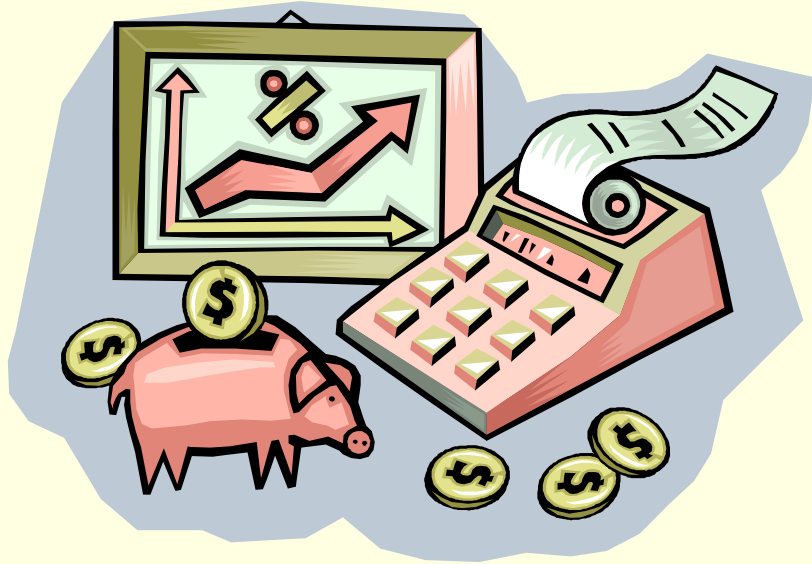
- Annual maximum benefit is \$1,000 per person
- Deductible is \$25 per person
- Cleanings are covered in full; limited to 2 cleanings per calendar year
- Employee contributions to plan vary from \$0.00 to \$22.44 per month for dependent coverage based on individual union contracts
- No cost for employee only dental

Vision Care



- Vision insurance covered through Vision Service Plan (VSP)
- Every 12 months, exam and lenses covered in full w/\$25 co-pay
- Frames covered every 24 months, up to \$120
- Contact lens care covered every 12 months
- No employee contribution for any type of coverage

457 Plans - Deferred Compensation



- Nationwide Retirement
- ICMA Retirement
- Hartford Life Insurance
- Employees who choose to contribute to a plan will receive up to a 3% match
- Employees who decline medical insurance will receive \$71.15/pp into the plan they choose

Chiropractic Insurance



- Co-pays are \$10 per visit
- Employees are allowed up to 40 visits per year
- No employee contribution for any type of coverage

Flex Spending



- Flex spending allows employees to have their contribution to medical and dental deducted pre-tax
- Employees may elect to have pre-tax deductions for un-reimbursed medical expenses up to a maximum of \$3,000/year
- Employees may elect to have pre-tax deductions for dependent care expenses up to a

Lodi City Employees Association



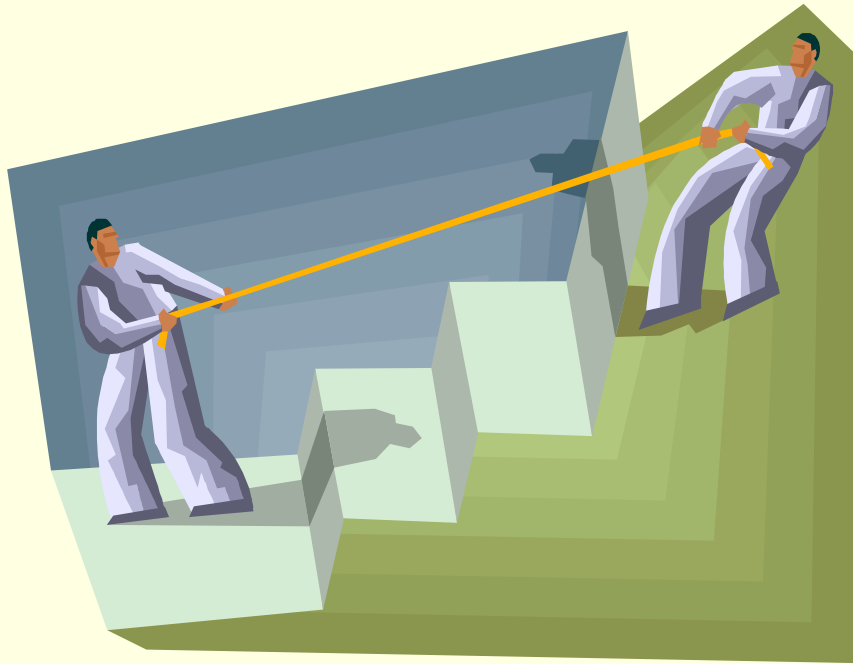
- Social organization funded by employees; no cost to the City of Lodi
- Great opportunity to get to know other employees and their families
- Dues are \$60 per year (payroll deduction of \$2.50/pp)
- Annual employee recognition dinner/dance
- Summer picnic at Micke Grove Park
- Family night at Stockton Thunder
- Tahoe dinner cruise and much, much more.....

Life Insurance



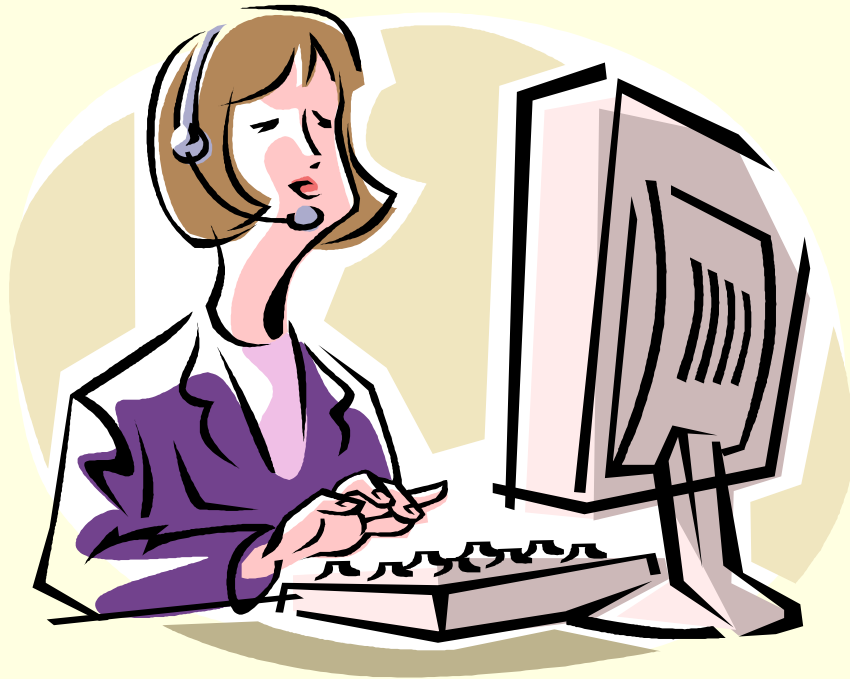
- Employee life insurance coverage depends on the applicable union group
- Coverage varies from AD&D only to \$10,000 to 2 times the employees annual salary
- Refer to your union contract for specific amounts

City of Lodi Policies



- Working for a city government means you must be aware of and report any conflicts of interest
- Outside employment (moonlighting) is allowed if it does not conflict or interfere with the employees duties
- Sexual harassment is not tolerated and will be dealt with immediately

Employee Assistance Program



- Provided by UNUM Provident
- Employees can receive confidential assistance with issues ranging from childcare referrals to financial planning to stress management
- Travel assistance provided to help employees with medical needs and prescriptions if out of coverage area