



Town of Apple Valley

Employment Benefits

Full Time Employee Benefits

- 457 (b) Deferred Compensation Program Available
- 9/80 Work Schedule Available
- CalPERS Retirement formula of 2% @ 55 - Employee contribution 7% with prior qualifying public service
- CalPERS Pension Reform formula for new participants effective 1/1/13 – 2 % @ 62 - Employee contribution 6.25%
- Employee Assistance Program
- Health Benefits - \$760 per month toward medical, dental, and vision insurance. Additional dollar for dollar match, up to \$340, for additional premium costs.
- Holidays - 12 paid holidays, plus 3 floating holidays
- IRS 125 Plan Flexible Spending Accounts
- Life Insurance - \$50,000 Employer paid policy
- Long Term Disability (Employer Paid)
- Optional supplemental life and disability plans available
- Short Term Disability
- Sick leave - 12 days accrued per year
- Tuition Reimbursement Program - up to \$3000 per fiscal year
- Vacation - 80 hours accrued during first year
- The City does not participate in the Social Security program, except for the mandatory 1.45% Medicare Contribution.

Professional/Supervisory Classifications

- 40 Hours Administrative Leave (per fiscal year)
- 2% Employer Contribution into 401 (a) Deferred Compensation Plan

Management Classifications

- 56 Hours Administrative Leave (per fiscal year)
- 3% Employer Contribution into 401 (a) Deferred Compensation Plan

Senior Management Classifications

- 80 Hours Administrative Leave (per fiscal year)
- 5% Employer Contribution into 401 (a) Deferred Compensation Plan

Part Time/Seasonal Employee Benefits

- 1.45% Medicare Contribution
- 457 (b) Deferred Compensation Program Available
- Employee Assistance Program
- PARS (Public Agency Retirement System) in lieu of social security
- State Disability Insurance