

40.3 Part Time Employees & Pro-Rated Benefits

All current career and grant-funded benefited employees who in the future request to become part-time career or part-time grant-funded employees working a minimum of 20 hours, but less than 40 hours per week, shall receive prorated, rather than full fringe benefits and shall pay, by payroll deduction, a pro rata portion of the health and dental insurance premiums. Effective July 1, 2008, the City will pay 75% of the cost of the medical plan which is fully paid for full time employees for those part time employees who work 20 to 29 hours per week. The City will pay 100% of the cost of the medical plan which is fully paid for full time employees for those part time employees who work 30 or more hours per week.

Effective January 1, 2025, the City will pay 75% of the cost of the dental plan which is fully paid for full time employees for those part time employees who work 20 to 29 hours per week. The City will pay 100% of the cost of the dental plan which is fully paid for full time employees for those part time employees who work 30 or more hours per week.

Effective January 1, 2025, part time employees who work 20 to 29 hours per week and who show proof of alternate dental insurance coverage shall be compensated with an in-lieu payment at 75% of the single Delta rate. The City will pay 100% of the in-lieu payment at the single Delta rate which is fully paid for full time employees for those part time employees who work 30 or more hours per week.

Effective January 1, 2025, part time employees who work 20 to 29 hours per week and who show proof of alternate medical insurance coverage shall be compensated with an in-lieu payment at 75% of the single Kaiser rate. The City will pay 100% of the in-lieu payment at the single Kaiser rate which is fully paid for full time employees for those part time employees who work 30 or more hours per week.

Current career and grant-funded benefited employees who are given the option of accepting part-time employment in lieu of layoff from City services shall continue to receive full health, dental and life insurance benefits paid by the City in addition to other prorated benefits.

Employees who voluntarily job-share to prevent layoffs of coworkers shall continue to receive full health, dental and life insurance benefits paid by the City in addition to other prorated benefits. Laid off employees who had career status at the time of their layoff, who are reemployed to part-time career status or temporary employment, shall resume receiving the level of health, dental and life insurance benefits paid by the City at the time of their layoff in addition to prorated leave benefits.