

CITY PAID BENEFITS – FIRE SUPPRESSION

Corona Firefighters Association IAFF Local #3757

RETIREMENT: City employees are covered by the Public Employees' Retirement System (PERS) with Employee-Paid Member Contribution of 9%. The City does not participate in Social Security.

ANNUAL LEAVE & HOLIDAYS: After one year of employment 191.88 (40 Hour) or 312 (56 Hour) hours of paid leave are earned, with additional hours earned, based on length of service, up to 271.96 (40 Hour) or 431.86 (56 Hour) hours per year. There are twelve (12) paid holidays per calendar year.

ANNUAL LEAVE BUYBACK: Eligible employees may "buy back" a maximum of 120 hours of annual leave once each year.

DISABILITY & LIFE INSURANCE: Long term disability insurance provided is provide free for each employee. Also, a term life insurance policy is provided to each employee equal to 5 ½ times the employee's annual basic earnings to a maximum, of \$750,000.00.

MEDICAL INSURANCE: Employees' and dependents' health insurance premiums are provided. City will pay base contribution of \$97.00 per month, and a monthly IRC plan contribution in an amount equal to the premium payment for Blue Shield family coverage (currently 1225.07 per month). There are a variety of plans to choose from. Option to waive medical insurance, indexed at 2003 PERS Choice rate equivalent to your current coverage (i.e. single 296.00, employee + one 596.00, family 770.00).

EMPLOYEE ASSISTANCE AND COUNSELING PROGRAM: This is a comprehensive program designed to help employees and their family members find direction in solving personal and/or emotional problems.

DIRECT DEPOSIT: A free checking account and checks are available with Bank of America, Corona.

FLEXIBLE SPENDING PLAN: The City will provide each employee with \$1,120.00 per year which he or she can take in cash payment; use for reimbursement of medical or dependent care expenses; or any combination of the above through the City's Section 125 Flexible Benefit Plan.

DEFERRED COMPENSATION PLAN: The City will match up to \$200.00 per year of employees' deposits in a Deferred Compensation Plan. Employees hired on or after January 1, 2000 shall receive an additional payment into a Retirement Health Savings Account of \$1250.00 per quarter.

LONGEVITY PAY: After 5 years of service \$400.00 annually. After 10 years of service \$600.00 annually.
After 15 years of service \$800.00 annually. After 20 years of service \$1,000.00 annually.

TUITION REIMBURSEMENT: Reimbursement available for job-related courses.

BI-LINGUAL PAY: Upon certification and departmental needs, 2 ½ % increase of base pay is awarded for the use of Spanish language on the job.