

## **CORONA POLICE CITY PAID BENEFITS**

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

**ANNUAL LEAVE & HOLIDAYS:** 26 (8 hour) working days (210 hours) of paid leave are earned after one year of employment, with additional days earned, based on length of service, up to 36 (8 hour) days. There are 12 (8 hour) paid holidays (96 hours) per calendar year.

**ANNUAL LEAVE BUYBACK:** Eligible employees may "buy back" a maximum of 160 hours of annual leave once each year.

**DISABILITY & LIFE INSURANCE:** Long term disability insurance provided 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. For employees hired on or after January 1, 2000, the City will pay base contribution of \$97.00 per month, and a monthly IRC plan contribution fixed at \$950.00 per month. Employees hired after October 13, 2007 will no longer receive a medical difference, but will receive medical coverage according to their status (employee only, employ + 1, or family) 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 Bank, Corona.

**FLEXIBLE SPENDING PLAN:** The City will provide each employee with \$2,964.00 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 deposit into a Deferred Compensation Plan \$1,416.00 per year.

**RETIREMENT HEALTH SAVINGS:** Employees hired on or after January 1, 2000 shall receive \$1250.00 per quarter.

**LONGEVITY PAY:** After 5 years of service \$1,120.00 annually. After 10 years of service \$1,320.00 annually.  
After 15 years of service \$1,520.00 annually. After 20 years of service \$1,720.00 annually.

**UNIFORM ALLOWANCE:** Police Officers receive a uniform allowance of \$750.00 per quarter.

**MARKSMANSHIP INCENTIVE:** \$105.00 per quarter, supplemental pay, for meeting the marksmanship proficiency standards established by the Police Department.

**TUTION REIMBURSEMENT:** The City shall reimburse for books and tuition for college-level courses leading to a job related degree or certificate. Tuition is reimbursed at a rate equivalent to the California State University Fee Schedule.

**POST-INCENTIVE PAY:** The City provides 3% over base pay for holding or attainment of Post Intermediate Certificate and 5% over base pay for holding or attainment of a Post Advanced Certificate.

**BI-LINGUAL PAY:** Upon certification and departmental needs, 4 % increase of base pay is awarded for the use of Spanish language on the job.

Revised 01/15/2009