

## CORONA SUPERVISORS ASSOCIATION CITY PAID BENEFITS

**RETIREMENT:** Employees are covered by the Public Employees' Retirement System. The CALPERS contribution is 8% of the employee's base salary. For employees hired on or after January 1, 1999, the City pays 5% and the employee pays 3% for a total contribution of 8%. The City does not participate in Social Security and the City pays the employees mandatory contribution to the Medicare Program.

**ANNUAL LEAVE & HOLIDAYS:** 25 (8-hour) working days (200 hours) of paid leave are earned after one year of employment, with additional days earned, based on length of service, up to 35 (8-hour) days (280 hours). 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, 1999, the 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 Blueshield 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 \$1,500.00 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 \$1,900.00 per year of employee's deposits in a Deferred Compensation Plan. Employees hired on or after January 1, 1999 shall receive an additional payment into their deferred compensation plan account of \$150.00 per quarter plus \$150.00 per quarter to be deposited into a Retirement Healthcare Savings Account (ICMA VantageCare or Nationwide PEHP).

**LONGEVITY PAY:** After 5 years of service: \$1,400.00 annually.                      After 10 years of service: \$1,600.00 annually.  
After 15 years of service: \$1,800.00 annually.                      After 20 years of service: \$2,000.00 annually.

**TUITION 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.

**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.