

MANAGEMENT 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: 27 (8 hour) working days (216 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 to 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. 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 \$1,500.00 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 employees' 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 Health Savings Account.

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.