

CITY OF RIVERSIDE CHART OF BENEFITS EFFECTIVE 1/1/2009

	Mayor & Council ¹³	General ¹	Executive ³	Management		Confidential	Refuse
				Level I	Level II		
PERS⁴	14.169%	14.169%	14.169%	14.169%	14.169%	14.169%	14.169%
Health	\$956/month	\$890/month	\$956/month	\$956/month	\$956/month	\$956/month	\$890/month
Dental	\$45/month	\$45/month	\$45/month	\$45/month	\$45/month	\$45/month	\$80/month
Medicare⁵	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%
Life⁶	2x+1k AD&D ⁷	\$10,000	2x+1k AD&D ⁷	2x + 1k AD&D ⁷	2x + 1k AD&D ⁷	1 x ann. salary	\$10,000
SDI	N/A	\$136/yr.	N/A	N/A	N/A	\$136/yr.	\$136/yr.
LTD	Available ⁸	N/A	Available ⁸	Available ⁸	Available ⁸	N/A	N/A
Def. Comp.⁹	\$250/month	May participate	May Participate (Varies)	\$250/month	\$250/month	\$150/month	May participate
401(a) Plan	N/A	N/A	\$250/month ¹²	N/A	N/A	N/A	N/A
125 FSA Plan	May participate	May participate	May participate	May participate	May participate	May participate	May participate
Workers Comp.	80%/year	80%/year	80%/year	80%/year	80%/year	80%/year	80%/yr.
Holidays	11	11	11	11	11	11	12
Vacation Accrual	N/A	0-5 yrs. = 80 hrs. 6-10 yrs. = 120 hrs. 11+ yrs. = 160 hrs.	Varies ²	0-9 yrs. = 128 hrs. 10+ yrs. = 168 hrs.	0-9 yrs. = 144 hrs. 10+ yrs. = 184 hrs.	0-4 yrs. = 88 hrs. 5-9 yrs. = 128 hrs. 10+ yrs. = 168 hrs.	0-4 yrs. = 80 hrs. 5-9 yrs. = 120 hrs. 10+ yrs. = 160 hrs.
Sick Leave¹⁰	N/A	12 days/year ¹¹	12 days/year	12 days/year	12 days/year	12 days/year	12 days/year

- 1 Includes Police and Fire Trainees.
- 2 Executive rates may not be reflected in individual contracts.
- 3 Director Car allowances are as follows: \$400/month for City Clerk; \$350/month for Assistant City Manager, Airport, Dev., Finance, Museum, Library, Park & Rec., Human Resources, Planning, Public Works, and Council Members; \$400/month for Public Utilities; \$400/month for City Attorney; \$500/month for City Manager. Fire and Police receive a car and fuel.
- 4 City pays all PERS, except for Police Officer Trainees who pay their own 8%. This does not include the employee's share that is paid by the City: 8% local misc. and 9% public safety. Enrollment is optional for Mayor/City Council members.
- 5 Only affects those employees hired on or after 04/01/86.
- 6 Monthly life insurance premiums are calculated at \$.21/\$1,000 of benefit. Monthly AD&D premiums are calculated at \$.04/\$1,000 of benefit.
- 7 Two times the annual salary plus \$1,000, rounded to the next highest \$1,000.
- 8 Cost for Plan is \$.48 for every \$1,000 of salary, with max of \$55.13/per month. Paid for out of City contribution to deferred compensation. Execs in 401A plan pay own LTD premium.
- 9 Employee must contribute at least \$25/pay period to be eligible for the City contribution.
- 10 Please refer to Section 7 of the Fringe Benefits & Salary Resolution (FBSR).
- 11 General Unit employees hired on or after August 7, 1990 shall earn sick leave credit at the rate of four hours per month of employment for the first two years of employment.
- 12 If the 401(a) is selected the City contribution goes to the 401(a) instead of the 457 plan. City Manager receives \$25,000 per year towards 401(a).
- 13 Mayor receives \$6569/ mo salary + \$500/mo car allowance. Council receives \$3284/ mo. salary + \$350/mo car allowance. Mayor Pro Tem receives additional \$100/mo.

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	Public Utilities Field	Public Utilities Field Supervisory	Police	Police Supervisory (Sergeants)	Police Management (Lieutenants & Captains)	Fire	Fire Management
PERS¹	14.169%	14.169%	20.026%	20.026%	20.026%	20.026%	20.026%
Health	\$950/month	\$950/month	\$1,122/month	\$1,122/month	\$1,122/month	\$830/month	\$850/month
Dental	\$55/month	\$55/month	Part of Health	Part of Health	Part of Health	\$35/month	\$20/month
Medicare²	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%
Life³	\$75K +AD&D	2x + 1k AD&D ⁴	\$6,000	2x + 1k AD&D ⁴	2x + 1k AD&D ⁴	\$10,000	2x + 1k AD&D ⁴
SDI	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LTD	\$26.95	Available ⁵	\$10 (RPOA)	\$15 ⁶	\$15 ⁶	Provided through association	\$10 ⁶
Def. Comp.⁷	May participate	\$250/month	May participate	\$200 or \$215 ¹¹	\$200 or \$215 ¹¹	May participate	\$200 or \$210 ¹¹
401 (a) Plan	N/A	N/A	N/A	N/A	N/A	N/A	N/A
125 FSA Plan	May participate	May participate	May participate	May participate	May participate	May participate	May participate
Wkrs Comp	80%/year	80%/year	100%/yr.	100%/yr.	100%/yr.	100%/yr.	100%/yr.
Holidays	12	12	11	12	12	11	11
Vacation Accrual	0-4 yrs. = 80 hrs. 5-9 yrs. = 120 hrs. 10+ yrs. = 160 hrs.	0-9 yrs. = 128 hrs. 10+ yrs. = 168 hrs.	0-4 yrs. = 80 hrs. 5-9 yrs. = 120 hrs. 10-14 yrs. = 160 hrs. 15+ yrs. = 200 hrs. ⁸	0-4 yrs. = 80 hrs. 5-9 yrs. = 120 hrs. 10-14 yrs. = 160 hrs. 15+ yrs. = 200 hrs. ⁸	0+ yrs. = 200 hrs.	<u>Suppression</u> 0-4 yrs. = 123.2 hrs. ⁹ 5-7 yrs. = 156.8 hrs. 8-14 yrs. = 201.6 hrs. 15+ yrs. = 246.4 hrs.	<u>Suppression</u> 0-4 yrs. = 123.2 hrs. ⁹ 5-7 yrs. = 156.8 hrs. 8-14 yrs. = 201.6 hrs. 15+ yrs. = 246.4 hrs.
Sick Leave¹⁰	12 days/year	12 days/year	12 days/year	12 days/year	12 days/year	12 days/year	12 days/year

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- 4 Two times the annual salary plus \$1,000, rounded to the next highest \$1,000
- 5 Cost for Plan is \$.48 for every \$1,000 of salary, with max of \$55.13/per month. Paid for out of City contribution to deferred compensation
- 6 If elected, LTD for Fire Management, Police Management, and Police Supervisory is paid for out of the City's contribution to deferred compensation.
- 7 Employee must contribute at least \$25/pay period to be eligible for the City contribution.
- 8 May accrue 200 hours per year if employee uses less than 48 hours of sick leave in preceding year.
- 9 All Fire Prevention employees accrue at the same rate as General Unit.
- 10 Please refer to Section 7 of the Fringe Benefits & Salary Resolution (FBSR).
- 11 The City makes a monthly contribution of \$210 (Fire) or \$215 (Police) to the 457 deferred compensation plan, or \$200 if enrolled in LTD. Employee must contribute at least \$25 per pay period to receive the City contribution.