

The City of Riverside shares the cost of your Medical/Vision and Dental plans and pays 100% of the cost of your basic Life Insurance. Vision coverage is provided through Vision Service Plan (VSP) and is included with your medical plan selection.

This insert details your bi-weekly costs for Medical/Vision and Dental coverage. In addition, you will find a brief description of your Life Insurance Coverage, Long-Term Disability (LTD) Coverage, Deferred Compensation Plans and Retirement Plan.

Your Life Insurance Coverage

You receive a basic amount of Life Insurance equal to twice your annual salary, rounded the next higher multiple of \$1,000. The maximum amount is \$700,000. In addition, you receive Accidental Death & Dismemberment (AD&D) coverage equal to the basic amount of your Life Insurance.

Your LTD Coverage

The City offers you a voluntary Long-Term Disability (LTD) Plan with coverage equal to 60% of your monthly pay up to a \$7,000 maximum. If you elect to participate in this LTD benefit, it is paid for on a after-tax basis. To qualify for benefits, you must meet the plan's definition of disability. Other rules apply. See your insurance booklet for details.

Your 401(a) and 457 Deferred Compensation Plans

The City offers a **ONE-TIME** opportunity to enroll in a 401(a) deferred compensation plan. You may **"IRREVOCABLY"** defer a certain percentage or dollar amount of your salary on a pre-tax basis.

Also, you may participate in a 457 deferred compensation plan. Your contributions to the 457 plan are deducted from your salary on a pre-tax basis. You **MUST** contribute at least \$10 per pay period to participate in the

457 plan. Both plans are subject to IRS contribution limits.

The City makes a monthly contribution of \$250 to your Deferred Compensation Plan. You **MUST** match the City's contribution by contributing at least \$25 per pay period to the deferred compensation plan.

Your Retirement Plan

You are automatically covered under the City's Retirement Plan, which is offered through CalPERS. Your Contract is 2.7% @55 years of age. Once you have reached retirement age, your retirement is based on 2.7% of your highest average salary for the last consecutive 12 months, multiplied by your years of service. The plan also provides disability, death, and survivor benefits.

The City of Riverside pays 100% of your Retirement Plan cost.

See your CalPERS Retirement Plan booklet or visit their website at www.calpers.ca.gov for more detailed and valuable plan information including a retirement benefit calculator.

Your Bi-weekly Deductions for Medical (Vision) and Dental Options

	Single	2-Party	Family	Single	2-Party	Family
Insurance Plan	Full Time	Full Time	Full Time	3/4 Time	3/4 Time	3/4 Time
Blue Cross PPO	\$00.00	\$246.17	\$333.02	\$62.66	\$343.17	\$452.52
Blue Cross HMO Preferred	\$00.00	\$3.39	\$64.53	\$00.00	\$100.39	\$184.63
Blue Cross HMO Standard	\$00.00	\$00.00	\$46.40	\$00.00	\$87.26	\$165.90
Blue Cross HMO Value	\$00.00	\$00.00	\$00.00	\$00.00	\$48.25	\$111.82
Kaiser Preferred	\$00.00	\$3.86	\$47.99	\$00.00	\$100.86	\$167.49
Kaiser Standard	\$00.00	\$00.00	\$00.00	\$00.00	\$61.68	\$93.54
Kaiser Value	\$00.00	\$00.00	\$00.00	\$00.00	\$27.69	\$73.98
Local Advantage	\$6.26	\$29.70	\$51.00	\$11.89	\$35.33	\$56.63
Delta DPO	\$6.26	\$29.70	\$51.00	\$11.89	\$35.33	\$56.63
Delta Care HMO	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$4.09

BENEFICIARY INFORMATION

Be sure to keep your beneficiary information up to date. Otherwise, in the event of your death, benefits may not be paid to the person you wish to receive them. Forms are available at: <http://www.riversideca.gov/human/benefits/benefit-forms.asp>

IMPORTANT NOTE

Medical and dental benefit premiums are pre-taxed and are deducted from 24 bi-weekly pay periods during the calendar year. Deductions are after-tax for Registered Domestic Partnership.