

# Police Supervisory Unit-RPOA Supervisory

## Summary of Your Benefits

# 2009

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 monthly costs for Medical/Vision and Dental coverage. In addition, you will find a brief description of your Life Insurance, Long-Term Disability (LTD), the City's monthly contribution on your behalf to the 457 Deferred Compensation Plan, and the benefit formula for calculating your retirement benefit.

### 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's Long Term Disability (LTD) plan is designed to protect an employee from

losing his/her ability to earn a living due to a long term or permanent disability. The LTD plan is administered through the Standard. Please contact your association for specific details on eligibility, enrollment, and benefits.

### Your 457 Deferred Compensation Plan

The City makes a monthly contribution of \$215 (\$200, if enrolled in LTD) on your behalf to the 457 Deferred Compensation Plan. You **MUST** match the City's contribution by contributing at least \$25 per pay period to the plan. Your contributions are deducted from your pay on a pre-tax basis. You **MUST** contribute at least \$10 per pay period to participate.

### Your Retirement Plan

You are automatically covered under the City's Retirement Plan, which is offered through CalPERS. Your Contract is 3% @50 years of age. Once you have reached retirement

age, your retirement is based on 3% of your highest average salary for the last consecutive 12 months, multiplied by your years of service. The retirement benefit is paid monthly starting the month after you retire. 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](http://www.calpers.ca.gov) for more detailed and valuable plan information including a benefit calculator.

#### 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.

#### Calculation of your Monthly Insurance Costs... Items to Consider:

1. Select the Applicable City Contribution
2. Deduct Combined Medical and/or Dental Plan Cost
3. Monthly Cost to Employee
4. Employee Monthly Cost will be Deducted on a Bi-weekly Basis

Insurance Plan (2)	Single	2-Party	Family	Type	City Contribution (1)
	Full Time	Full Time	Full Time	Single	\$480.00
Blue Cross PPO	\$636.06	\$1,268.34	\$1,622.04	2-Party	\$850.00
Blue Cross HMO Preferred	\$388.68	\$782.78	\$1,085.06	Family	\$1,122.00
Blue Cross HMO Standard	\$375.70	\$756.52	\$1,048.80	<b>Example</b>	
Blue Cross HMO Value	\$337.30	\$678.50	\$940.64	<b>Insurance Plan</b>	<b>Employee Cost (3)</b>
Kaiser Preferred	\$416.67	\$783.72	\$1,051.97	<b>Kaiser Value - Family</b>	\$864.96
Kaiser Standard	\$365.33	\$705.36	\$904.08	<b>Delta Care HMO - Family</b>	\$41.92
Kaiser Value	\$330.29	\$637.38	\$864.96	<b>Total Cost</b>	\$906.88
Local Advantage	\$57.52	\$104.40	\$147.00	<b>Monthly Cost to Employee (4)</b>	\$00.00
Delta Dental DPO	\$57.52	\$104.40	\$147.00		
Delta Care HMO	\$18.58	\$28.18	\$41.92		