

**CITY OF RIVERSIDE CHART OF BENEFITS UPDATED ON 07/01/2016**

	Mayor & Council <sup>13</sup>	SEIU-General <sup>1</sup>	Executive <sup>3</sup>	Benefit Group		SEIU-Refuse
				Level I (Confidential, Supervisory & Para-professional)	Level II (Sr. Mgmt, Mgmt & Professional)	
<b>PERS<sup>4</sup></b> (Employer)	22.978%	22.978%	22.978%	22.978%	22.978%	22.978%
<b>Health &amp; Vision</b> (Max City Contribution)	\$1,171/month	\$1,100/month	\$1,171/month	\$1,171/month	\$1,171/month	\$1,100/month
<b>Dental</b> (Max City Contribution)	\$45/month	\$45/month	\$45/month	\$45/month	\$45/month	\$45/month
<b>Medicare<sup>5</sup></b>	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%
<b>Life<sup>6</sup></b>	2x annual + AD&D <sup>7</sup>	\$11,000	2x annual + AD&D <sup>7</sup>	2x annual + AD&D <sup>7</sup>	2x annual + AD&D <sup>7</sup>	\$10,000
<b>SDI</b>	N/A	\$136/yr.	N/A	N/A <sup>10</sup>	N/A	\$136/yr.
<b>LTD</b>	Available <sup>8</sup>	N/A	Available <sup>8</sup>	Available <sup>8</sup>	Available <sup>8</sup>	N/A
<b>Def. Comp.<sup>9</sup></b>	\$75/month	May participate	\$75/month	\$75/month	\$75/month	May participate
<b>401(a) Plan</b>	N/A	N/A	May Participate <sup>12</sup>	N/A	N/A	N/A
<b>125 FSA Plan</b>	May participate	May participate	May participate	May participate	May participate	May participate
<b>Workers Comp.</b>	80%/year	80%/year	80%/year	80%/year	80%/year	80%/yr.
<b>Holidays</b>	11	11	11	11	11	12
<b>Vacation Accrual</b>	N/A	0-5 yrs. = 80 hrs. 6-10 yrs. = 120 hrs. 11+ yrs. = 160 hrs.	Varies <sup>2</sup>	0-9 yrs. = 128 hrs. 10+ yrs. = 168 hrs.	0-9 yrs. = 144 hrs. 10+ yrs. = 184 hrs.	0-4 yrs. = 80 hrs. 5-9 yrs. = 120 hrs. 10+ yrs. = 160 hrs.
<b>Sick Leave</b>	N/A	12 days/year <sup>11</sup>	12 days/year	12 days/year	12 days/year	12 days/year
<b>Administrative Leave<sup>14</sup></b>	N/A	N/A	48 hrs/FY	N/A	32 hrs/FY	N/A

1 Includes Police and Fire Trainees.

2 Executive vacation accrual rates may be reflected in individual contracts.

3 For Director Auto allowances and a complete list of eligible positions please refer to Section 15 of the Fringe Benefit & Salary Plan (FBSP). Fire and Police receive a car and fuel.

4 Please refer to Section 22 of the FBSP for information on percentage paid by the City by bargaining unit. This rate does not include the employee's share (may be paid by the City or the employee): 8% or 7% (PEPRA) for local misc. and 9% or 11.50%(PEPRA) for public safety. Enrollment is optional for Mayor/City Council members. Rates are subject to change on a FY basis.

5 Only affects those employees hired on or after 04/01/86.

6 Monthly life insurance premiums are calculated at \$.20/\$1,000 of benefit. Monthly AD&D premiums are calculated at \$.04/\$1,000 of benefit.

7 Two times the annual salary, rounded to the next highest \$1,000.

8 Cost for Plan is \$.48 for every \$1,000 of salary, with max of \$56.00/per month. Effective 7/1/11, employees will pay 100% of LTD premium, except IBEW field (City pays) and IBEW Supervisory (paid from Deferred Compensation City contribution). Execs in 401A plan pay own LTD premium.

9 Employee must contribute at least \$25/pay period to receive the City contribution. Employees in the Benefit Group I/II, Executive, and Mayor/Council units must contribute at least \$12.50 per pay period to receive the City contribution

10 Confidential employees hired before 1/1/16 are grandfathered in the SDI program with the City contributing \$136/year; employees hired after 1/1/16 will not be enrolled in the SDI plan.

11 General Unit employees hired on or after August 7, 1990 shall earn sick leave credit at the rate of four (4) hours per month of employment for the first two years of employment.

12 Executives have a one-time election period (30 days from promotion or hire date only); election is irrevocable.

13 Mayor receives \$500/mo auto allowance. Council receives \$350/mo auto allowance. Mayor and Council may elect to have a take-home City vehicle in lieu of an auto allowance.

14 Admin leave hours must be used in accordance to the FBSP Section 27. Hours are pro-rated for new hires or promoted employees.

**CITY OF RIVERSIDE CHART OF BENEFITS UPDATED ON 07/01/2016**

	<b>Public Utilities (IBEW) Field</b>	<b>Public Utilities Field (IBEW)Supervisory</b>	<b>Police -RPOA</b>	<b>Police-RPOA Supervisory (Sergeants)</b>	<b>Police Management - RPAA (Lieutenants &amp; Captains)</b>	<b>Fire -RCFA</b>	<b>Fire Management- RFMG</b>
<b>PERS<sup>1</sup></b> (Employer)	22.978%	22.978%	34.836%	34.836%	34.836%	34.836%	34.836%
<b>Health &amp; Vision</b> (Max City Contribution)	\$1,155/month	\$1,155/month	\$1,232/month	\$1,232/month	\$1,232/month	\$965/month	\$1,030/month
<b>Dental</b> (Max City Contribution)	\$55/month	\$55/month	Part of Health	Part of Health	Part of Health	\$35/month	\$35/month
<b>Medicare<sup>2</sup></b>	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%
<b>Life<sup>3</sup></b>	\$75K + AD&D	2x annual + AD&D <sup>4</sup>	\$6,000	2x annual + AD&D <sup>4</sup>	2x annual + AD&D <sup>4</sup>	\$10,000	2x annual + AD&D <sup>4</sup>
<b>SDI</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>LTD</b>	\$25.60 <sup>5</sup>	Available <sup>5</sup>	Provided through association	\$15 <sup>6</sup>	\$15 <sup>6</sup>	Provided through association	\$10 <sup>6</sup>
<b>Def. Comp.<sup>7</sup></b>	May participate	\$250/month	May participate	\$200 or \$215 <sup>11</sup>	\$200 or \$215 <sup>11</sup>	May participate	\$200 or \$210 <sup>11</sup>
<b>401 (a) Plan</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>125 FSA Plan</b>	May participate	May participate	May participate	May participate	May participate	May participate	May participate
<b>Workers Comp</b>	80%/year	80%/year	100%/yr.	100%/yr.	100%/yr.	100%/yr.	100%/yr.
<b>Holidays</b>	12	12	11	12	12	11	11
<b>Vacation Accrual</b>	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. <sup>8</sup>	0-4 yrs. = 80 hrs. 5-9 yrs. = 120 hrs. 10-14 yrs. = 160 hrs. 15+ yrs. = 200 hrs. <sup>8</sup>	0+ yrs. = 200 hrs.	<u>Suppression</u> 0-4 yrs. = 123.2 hrs. <sup>9</sup> 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. <sup>9</sup> 5-7 yrs. = 156.8 hrs. 8-14 yrs. = 201.6 hrs. 15+ yrs. = 246.4 hrs.
<b>Sick Leave<sup>10</sup></b>	12 days/year	12 days/year	12 days/year	12 days/year	12 days/year	12 days/year	12 days/year

- 1 Please refer to Section 22 of the FBSP for information on percentage paid by the City by bargaining unit. This rate does not include the employee's share (may be paid by the City or the employee): 8% or 7%(PEPRA) for local misc. and 9% or 11.50%(PEPRA) for public safety. Enrollment is optional for Mayor/City Council members. Rates are subject to change on a FY basis.
- 2 Only affects those employees hired on or after 04/01/86.
- 3 Monthly life insurance premiums are calculated at \$.20/\$1,000 of benefit. Monthly AD&D premiums are calculated at \$.04/\$1,000 of benefit.
- 4 Two times the annual salary, rounded to the next highest \$1,000.
- 5 For IBEW Field, monthly premium is \$25.60. For IBEW Supv, cost for Plan is \$.48 for every \$1,000 of salary, with max of \$56.00/per month; paid for out of City contribution to Def Comp.
- 6 If elected, LTD for Fire Management, Police Management, and Police Supervisory is paid for out of the City's contribution to deferred compensation. Enrollment is done thru the Association. Assistant & Deputy PD Chief classes participate in the Mgmt LTD plan, not thru Union.
- 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 Plan (FBSP).
- 11 The City monthly contribution is \$210 (Fire) or \$215 (Police) to the 457 def comp plan, or \$200 if enrolled in LTD. Employee must contribute at least \$25 per pay period to receive the City contribution.