

CITY OF RIVERSIDE CHART OF BENEFITS UPDATED ON 09/30/2026 (Effective 07/03/2026)

	Mayor & Council (BU 05)	SEIU-General & Refuse (BU 20, 80)	Police Trainees ¹ (BU 22)	Executive (BU 01)	Benefit Group		
					Level I Confidential, Supervisory & Para-professional (BU 25, 50, 55)	Level II Mgmt. & Professional (BU 10, 15)	Level II Senior Management (BU 07)
Medicare²	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%
Life³	2x annual + AD&D ⁶	\$100,000	\$100,000	2x annual + AD&D ⁴	2x annual + AD&D ⁴	2x annual + AD&D ⁴	2x annual + AD&D ⁴
SDI	N/A	\$136/yr.	N/A	N/A	N/A ⁵	N/A	N/A
LTD	Available ⁶	N/A	N/A	Available ⁶	Available ⁶	Available ⁶	Available ⁶
Def. Comp.	\$200/month ⁷	\$75/month ⁷	\$50/month ⁷	\$200/month ⁷	\$125/month ⁷	\$150/month ⁷	\$175/month ⁷
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%/year
Holidays	13/year	13/year	13/year	13/year	13/year	13/year	13/year
Vacation Annual Accrual	N/A	0-4 yrs. = 80 hrs. 5-9 yrs. = 120 hrs. 10+ yrs. = 160 hrs.	0-4 yrs. = 80 hrs. 5-9 yrs. = 120 hrs. 10+ yrs. = 160 hrs.	200 hours	0-9 yrs. = 128 hrs. 10+ yrs. = 168 hrs.	0-9 yrs. = 144 hrs. 10+ yrs. = 184 hrs.	0-9 yrs. = 144 hrs. 10+ yrs. = 184 hrs.
Sick Leave	N/A	12 days/year ⁸	12 days/year ⁸	12 days/year	12 days/year	12 days/year	12 days/year
Administrative Leave	N/A	N/A	N/A	100 hrs./FY ¹⁰	N/A	64 hrs./FY ⁹	80 hrs./FY ⁹
Auto Allowance/Take Home Vehicle	Mayor \$500/month Councilmember \$350/month	N/A	N/A	City Mgr \$625/month Dept. Directors \$500/month Police/Fire Chief – Car/Fuel	N/A	May have take-home vehicle depending on assignment – varies by dept	May have take-home vehicle depending on assignment – varies by dept

1. Police officer trainees are non-represented until sworn in.

2. For employees hired on or after 04/01/86.

3. Monthly life insurance premiums are calculated at \$.17/\$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. Confidential employees hired before 01/01/2016 are grandfathered in the SDI program with the City contributing \$136/year. Employees hired or promoted on/after 01/01/2016 will not be enrolled in the SDI plan but have the option of enrolling in LTD. Employees will pay 100% of LTD premium.

6. Cost for Plan is \$.48 for every \$1,000 of salary, with max of \$88.00/per month. Effective 7/1/11, employees will pay 100% of LTD premium.

7. Employees in the Benefit Group I/II, Executive, Mayor/Council, SEIU General & Refuse, and Police Trainees units must contribute at least \$12.50 semi-monthly to receive the City contribution.

8. 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. Police Trainees will accrue sick time at a rate of 0.033 hours per hour worked, with accrual based on regular hours only. Please refer to Section 7 of the Fringe Benefits & Salary Plan (FBSP).

9. Admin leave hours must be used in accordance with the FBSP Section 27. Hours are pro-rated for new hires or employees promoted after current fiscal year.

10. Employees in SEIU Refuse must contribute at least \$12.50 semi-monthly to receive the City contribution.

CITY OF RIVERSIDE CHART OF BENEFITS UPDATED ON 07/08/2026 (Effective 07/03/2026)

	Public Utilities (IBEW) Field (BU 35)	Public Utilities (IBEW) Supervisory (BU 45)	Wastewater Unit – (IBEW) (BU 40)	Police-RPOA (BU 60)	Police-RPOA Supervisory Sergeants (BU 65)	Police Management- RPAA Lieutenants & Captains (BU 64)	Fire -RCFA (BU 70)	Fire Management- RFMG (BU 72,74)
Medicare¹	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%
Life²	\$100K + AD&D	2x annual + AD&D ³	2x annual +AD&D ³	\$100,000	2x annual + AD&D ³	2x annual +AD&D ³	\$100,000	\$100,000
SDI	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LTD	Available ⁴	Available ⁴	\$25.60 ⁷	Provided through association	\$15 ⁵	\$15 ⁵	Provided through association	\$10 ⁵
Short-Term Disability	\$25.60 ⁹	\$25.60 ⁹	N/A	N/A	N/A	N/A	N/A	N/A
Def. Comp.	\$75/month ¹¹	\$250/month ¹⁰	\$150/month ¹²	\$75/ month ¹²	\$335 or \$350/month ⁶	\$335 or \$350/month ⁶	\$100/ month ¹²	\$350 or \$360/month ⁶
125 FSA Plan	May participate	May participate	May participate	May participate	May participate	May participate	May participate	May participate
Workers Comp	80%/year	80%/year	80%/year	100%/year	100%/ year	100%/year	100%/year	100%/year
Holidays	13	13	13	13	14	14	13	12
Vacation Annual Accrual	0-5 yrs. = 80 hrs. 6-10 yrs. = 120 hrs. 11+ yrs. = 160 hrs.	0-5 yrs. = 80 hrs. 6-10 yrs. = 120 hrs. 11+ yrs. = 160 hrs.	0-9 yrs. = 128 hrs. 10+ yrs. = 168 hrs.	0-4 yrs. = 80 hrs. 5-9 yrs. = 120 hrs. 10+ yrs. = 160 hrs. 10–14 yrs. = +20 hrs. ⁸ 15+ yrs. = +40 hrs. ⁸	0-4 yrs. = 80 hrs. 5-9 yrs. = 120 hrs. 10 +14 yrs. = 160 hrs. 15 +yrs. = 200 hrs. 10–14 yrs. = +20 hrs ⁸ 15+ yrs. = +40 hrs. ⁸	0+ yrs. = 200 hrs.	<u>Suppression</u> 0-4 yrs. = 123.2 hrs. 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. 5-7 yrs. = 156.8 hrs. 8-14 yrs. = 201.6 hrs. 15+ yrs. = 246.4 hrs.
Sick Leave	12 days/year	12 days/year	12 days/year	12 days/year	12 days/year	12 days/year	12 days/year	12 days/year
Auto Allowance/ Take Home Vehicle	N/A	N/A	N/A	Applicable to Detectives as approved by the Chief per MOU	Non-uniformed sergeants take city-assigned vehicles home under current practice as approved by the Chief.	Lieutenants and Captains are assigned City vehicle per MOU	N/A	N/A

1. For employees hired on or after 04/01/86.

2. Monthly life insurance premiums are calculated at \$.17/\$1,000 of benefit. Monthly AD&D premiums are calculated at \$.04/\$1,000 of benefit.

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

4. For IBEW Field and IBEW Supervisory, the premium is \$.48 for every \$1,000 of salary, with max of \$88.00 per month.

5. If elected, LTD for Fire Management RFMG, Police Management RPAA, and Police RPOA Supervisory is paid for out of the City's contribution to deferred compensation. Enrollment is processed with the union. Assistant & Deputy PD Chief classes participate in the management LTD plan, not with the union.

6. If represented employee does not participate in long-term disability, the City will contribute additional dollar amount per month to the City's deferred compensation program (see #5). Employee must contribute at least \$25 semi-monthly to receive the City contribution.

7. The City will contribute a monthly premium of \$25.60 towards the LTD premium cost, with the employee paying the remainder of the premium to cover the monthly premium.

8. RPOA and RPOA Supervisory employees with 10 to 14 years of service may accrue an additional 20 hours, if in the preceding year employee used less than 50 hours of sick leave. RPOA and RPOA Supervisory employees with 15 + years of service may accrue an additional 40 hours, if in the preceding year employee used less than 50 hours of sick leave. Please refer to section 6 of the RPOA and RPOA Supervisory MOU for additional information on this vacation incentive.

9. The premium is \$53.44/month and the City contribution is \$25.60/month, employees pay \$27.84/month.

10. Employees in the IBEW Field Supervisory group must contribute at least \$25 semi-monthly to receive the city contribution.

11. Employees in the IBEW Field group must contribute at least \$25 semi-monthly to receive the city contribution.

12. Employees in the IBEW Wastewater, RPOA, and Fire-RCFA group must contribute at least \$12.50 semi-monthly to receive the City contribution.

CITY OF RIVERSIDE CHART OF BENEFITS UPDATED ON 07/08/2026 (Effective 07/03/2026)

	Dental Max City Contribution	Health & Vision Max City Contribution (family coverage)						
	DeltaCare, Delta DPO, & Local Advantage	Blue Shield PPO	Blue Shield 15 HMO	Blue Shield High-Deductible PPO	Blue Shield 20 HMO	Blue Shield 20 HMO Trio	Kaiser 15 HMO	Kaiser 30 HMO
Executive (BU 01)	\$85.00	\$2,157.93	\$1,643.46	\$2,157.93	\$1,623.92	\$1,609.02	\$1,734	\$1,715
Fire – RCFA (BU 70)	\$35.00	\$2,171.16	\$1,609.63	\$2,171.16	\$1,551.45	\$1,479.36	\$1,612.91	\$1,578.63
Fire Management – RFMG (BU 72, 74)	\$35.00	\$2,191.16	\$1,699.63	\$2,191.16	\$1,641.45	\$1,569.36	\$1,702.91	\$1,668.63
Level I & Level II - Confidential, Supervisory, Para-professional, Sr. Mgmt., Mgmt., & Professional (BU 07, 10, 15, 25, 50, 55)	\$85.00	\$2,157.93	\$1,643.46	\$2,157.93	\$1,623.92	\$1,609.02	\$1,734	\$1,715
Mayor & Council (BU 05)	\$85.00	\$2,157.93	\$1,643.46	\$2,157.93	\$1,623.92	\$1,609.02	\$1,734	\$1,715
Police – RPOA (BU 60)	Part of Health & Vision	\$2,158.16	\$1,666.63	\$2,158.16	\$1,608.45	\$1,536.36	\$1,669.91	\$1,635.63
Police – RPOA Supervisory Sergeants (BU 65)	Part of Health & Vision	\$2,158.16	\$1,666.63	\$2,158.16	\$1,608.45	\$1,536.36	\$1,669.91	\$1,635.63
Police Management – RPAA Lieutenants & Captains (BU 64)	Part of Health & Vision	\$2,158.16	\$1,666.63	\$2,158.16	\$1,608.45	\$1,536.36	\$1,669.91	\$1,635.63
Public Utilities Field – IBEW (BU 35)	\$85.00	\$2,201.16	\$1,709.63	\$2,201.16	\$1,651.45	\$1,579.36	\$1,712.91	\$1,678.63
Public Utilities Field Supervisory – IBEW (BU 45)	\$85.00	\$2,201.16	\$1,709.63	\$2,201.16	\$1,651.45	\$1,579.36	\$1,712.91	\$1,678.63
Wastewater Unit – IBEW (BU 40)	\$45.00	\$2,090.11	\$1,626.55	\$2,090.11	\$1,609.60	\$1,606.60	\$1,734	\$1,715
SEIU – General (BU 20)	\$85.00	\$2,093.98	\$1,551.54	\$2,093.98	\$1,490.77	\$1,416.70	\$1,537.91	\$1,503.63
Police Trainees (BU 22)	\$85.00	\$2,093.98	\$1,551.54	\$2,093.98	\$1,490.77	\$1,416.70	\$1,537.91	\$1,503.63
SEIU – Refuse (BU 80)	\$85.00	\$2,093.98	\$1,551.54	\$2,093.98	\$1,490.77	\$1,416.70	\$1,537.91	\$1,503.63