CITY OF RIVERSIDE CHART OF BENEFITS UPDATED ON 05/01/2023

	Mayor & Council (BU 05)	SEIU-General[1] (BU 20, 22)	Executive (BU 01)	Benefit Group: Level I Confidential, Supervisory & Para-professional (BU 25, 50, 55)	Benefit Group: Level II Sr. Mgmt., Mgmt. & Professional (BU 07, 10, 15)	SEIU-Refuse (BU 80)
Medicare[2]	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%
Life[3]	2x annual + AD&D[6]	$100,000	2x annual + AD&D[4]	2x annual + AD&D[4]	2x annual + AD&D[4]	$100,000
SDI	N/A	$136/yr.	N/A	N/A[5]	N/A	$136/yr.
LTD	Available[6]	N/A	Available[6]	Available[6]	Available[6]	N/A
Def. Comp.	$100/month[7]	$25/month[7]	$100/month[7]	$100/month[7]	$100/month[7]	$25/month[11]
125 FSA Plan	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
Holidays	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.	Varies[8]	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.
Sick Leave	N/A	12 days/year[9]	12 days/year	12 days/year	12 days/year	12 days/year
Administrative Leave	N/A	N/A	48 hrs./FY[10]	N/A	32 hrs./FY[10]	N/A
Auto Allowance/Take Home Vehicle	Mayor $500/month Councilmember $350/month	N/A	City Mgr $625/month City Attrny/City Clerk $500/mo. Util Gen Mgr $400/month Dept. Directors $350/month Police/Fire Chief – Car/Fuel	N/A	May have take-home vehicle depending on assignment – varies by dept	N/A

1. Includes Police and Fire trainees.
2. For 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. 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, and Mayor/Council units must contribute at least $12.50 semi-monthly to receive the City contribution.
8. Executive vacation accrual rates may be reflected in individual contracts.
9. 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. Please refer to Section 7 of the Fringe Benefits & Salary Plan (FBSP).
10. 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.
11. Employees in SEIU Refuse must contribute at least $12.50 semi-monthly to receive the City contribution.

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	Public Utilities (IBEW) Field (BU 35)	**Public Utilities (IBEW) Supervisory** (BU 45)	**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)
Medicare[1]	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%
Life[2]	$100K + AD&D	2x annual + AD&D[3]	$100,000	2x annual + AD&D[3]	2x annual +AD&D[3]	$100,000	2x annual + AD&D[3]
SDI	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LTD	Available[4]	Available[4]	Provided through association	$15[5]	$15[5]	Provided through association	$10[5]
Short-Term Disability	$25.60[10]	$25.60[10]	N/A	N/A	N/A	N/A	N/A
Def. Comp.	May participate	$250/month[9]	May participate	$320 or $335/month[6]	$320 or $335/month[6]	May participate	$200 or $210/month[6]
125 FSA Plan	May participate	May participate	May participate	May participate	May participate	May participate	May participate
Workers Comp	80%/year	80%/year	100%/year	100%/ year	100%/year	100%/year	100%/year
Holidays	13	13	13	14	14	13	12
Vacation Annual Accrual	0-4 yrs. = 80 hrs. 5-9 yrs. = 120 hrs. 10+ yrs. = 160 hrs.	0-9 yrs. = 128 hrs.[7] 10+ yrs. = 168 hrs.[7]	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.	Suppression 0-4 yrs. = 123.2 hrs. 5-7 yrs. = 156.8 hrs. 8-14 yrs. = 201.6 hrs. 15+ yrs. = 246.4 hrs.	Suppression 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
Auto Allowance/ Take Home Vehicle	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 $.20/$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 $0.48 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. The City contribution is $210/month (Fire Management - RFMG) or $335/month (Police Management - RPAA) to the 457 def comp plan, or $320 if enrolled in LTD. Employee must contribute at least $25 semi-monthly to receive the City contribution.
7. Vacation accrual information on MOUs needs to be corrected, IBEW Supervisory retained Level I accrual benefits
8. RPOA and RPOA Supervisory employees with 10 to 14 years of service may accrue an additional 20 hours, if in 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 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. Employees in the IBEW Field group must contribute at least $25 semi-monthly to receive the city contribution.
10. The premium is $53.44/month and the City contribution is $25.60/month, employees pay $27.84/month.

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	Dental Max City Contribution	Health & Vision Max City Contribution*					
	DeltaCare, Delta DPO, & Local Advantage	Blue Shield PPO	Blue Shield 15 HMO	Blue Shield 20 HMO	Blue Shield 20 HMO Trio	Kaiser 15 HMO	Kaiser 30 HMO
Executive (BU 01)	$45.00	$1,640	$1,516	$1,516	$1,516	$1,516	$1,516
Fire – RCFA (BU 70)	$35.00	$1,440.91	$1,288.81	$1,247.61	$1,188.53	$1,184.60	$1,169.75
Fire Management – RFMG (BU 72, 74)	$35.00	$1,530.91	$1,378.81	$1,337.61	$1,278.53	$1,274.60	$1,259.75
Level I & Level II - Confidential, Supervisory, Para-professional, Sr. Mgmt., Mgmt., & Professional (BU 07, 10, 15, 25, 50, 55)	$45.00	$1,640	$1,516	$1,516	$1,516	$1,516	$1,516
Mayor & Council (BU 05)	$45.00	$1,640	$1,640	$1,640	$1,640	$1,640	$1,640
Police – RPOA (BU 60)	Part of Health & Vision	$1,707.91	$1,555.81	$1,514.61	$1,455.53	$1,451.60	$1,436.75
Police – RPOA Supervisory Sergeants (BU 65)	Part of Health & Vision	$1,707.91	$1,555.81	$1,514.61	$1,455.53	$1,451.60	$1,436.75
Police Management – RPAA Lieutenants & Captains (BU 64)	Part of Health & Vision	$1,707.91	$1,555.81	$1,514.61	$1,455.53	$1,451.60	$1,436.75
Public Utilities Field – IBEW (BU 35)	$55.00	$1,675.91	$1,523.81	$1,482.61	$1,423.53	$1,419.60	$1,404.75
Public Utilities Field Supervisory – IBEW (BU 45)	$55.00	$1,675.91	$1,523.81	$1,482.61	$1,423.53	$1,419.60	$1,404.75
SEIU – General (BU 20, 22)	$45.00	$1,575.91	$1,423.81	$1,382.61	$1,323.53	$1,319.60	$1,304.75
SEIU – Refuse (BU 80)	$45.00	$1,575.91	$1,423.81	$1,382.61	$1,323.53	$1,319.60	$1,304.75

*Effective the first paycheck in December 2022 for January 2023 health premiums, an increase in health insurance premiums will be divided equally between the City and employees. This provision shall not apply to individuals with employee only coverage until the premium exceeds the amount of the City's monthly contribution. Employees should refer to their MOU for further information.