

SUMMARY OF BENEFITS

2027

HEALTH, VISION, AND DENTAL COVERAGE

The City offers eight (8) Health Plans, one (1) Vision plan and three (3) Dental plans. Vision coverage is provided through Vision Service Plan (VSP) and is automatically included with all health plan selections. Vision coverage is only available upon enrolling in a health plan.

LONG-TERM DISABILITY

The Long-Term Disability (LTD) plan is designed to protect employees from losing their ability to earn a living due to a long term or permanent disability. The LTD plan is administered through the Fire Association. Please contact Riverside Fire Management Association (RCFA) for specific details on eligibility, enrollment, and benefits.

LIFE INSURANCE COVERAGE

A basic amount of Life Insurance equal to \$100,000 is provided. The City pays 100% of the cost of basic Life Insurance.

RETIREMENT PLAN

Employees are automatically covered under the City's Retirement Plan, CalPERS. Please see the CalPERS Retirement Plan booklet or visit the website at: www.calpers.ca.gov for more detailed information. Information is subject to change each fiscal year.

457 DEFERRED COMPENSATION PLAN

The City offers a 457 Deferred Compensation Plan. Contributions can be deducted on a pre-tax and/or after-tax (ROTH) basis. The City makes a monthly contribution of \$100 to the Deferred Compensation Plan provided a contribution of at least \$12.50 semimonthly to one of the two plans is made. Please refer to the Deferred Compensation plan summary for the maximum annual allowable contribution under IRS rules.

MEDICAL OPT-OUT OPTION

Employees may elect to waive the health insurance coverage offered by the City and receive a \$2,000 annual stipend under the "Health Opt-Out" program. Employees hired mid-year will receive a pro-rated amount. Please review the "Fringe Benefits and Salary Plan" for complete details.

Additional Life Insurance, Flexible Spending Accounts, Accident Insurance, Hospital Indemnity, and Legal Services plans are available to all City employees for optional voluntary enrollment; please refer to the City's website for complete plan details.

Semimonthly Costs	Full-Time Employee		
Insurance Plan	Employee (Only)	Employee +1	Family
Blue Shield PPO	\$384.39	\$890.41	\$1,074.91
Blue Shield HDHP	\$208.51	\$538.64	\$661.25
Blue Shield HMO 15	\$128.37	\$388.66	\$597.18
Blue Shield HMO 20	\$125.45	\$510.98	\$825.62
Blue Shield HMO 20 Trio	\$17.13	\$163.24	\$285.45
Blue Shield HMO 40 Trio	\$0.00	\$41.43	\$117.27
Kaiser HMO 15	\$35.76	\$199.82	\$305.93
Kaiser HMO 30	\$32.09	\$192.38	\$295.99
Local Advantage	\$14.43	\$40.44	\$67.64
Delta DPO	\$15.62	\$42.60	\$70.81
Delta Care HMO	\$0.00	\$2.02	\$11.73

IMPORTANT NOTE:

This benefit insert does not supersede any City policies, Summary of Benefits, or Evidence of Coverage (EOC). All documents can be found on the City's HR website.

INSURANCE PREMIUMS

Health, Vision and Dental benefit premiums are pre-tax and are deducted from 24-semi-monthly pay periods during the calendar year.

BENEFICIARY INFORMATION

Be sure to keep beneficiary information up to date. Scan the QR Code below to access our Beneficiary Checklist.



For complete details, including health and dental premium rates, scan the code to review the **2027 City of Riverside Employee Benefits Guide**.