

PUBLIC UTILITIES – IBEW SUPERVISORY

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.

LIFE INSURANCE COVERAGE

A basic amount of Life Insurance equal to twice your annual salary, rounded to the next higher multiple of \$1,000 is provided, up to a maximum amount \$700,000. The City pays 100% of the cost of basic Life Insurance. In addition, Accidental Death & Dismemberment (AD&D) coverage equal to the basic amount of Life Insurance is provided.

SHORT-TERM DISABILITY

Employees are automatically enrolled in Short-Term Disability coverage through The Standard Insurance Co. This benefit pays 60% of the employee's eligible earnings with a maximum amount of \$2,500 per week. Monthly premiums are \$53.44. The City will contribute \$25.60 and employees pay the remaining amount of \$27.84 deducted on an after-tax basis.

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.

LONG-TERM DISABILITY

The City offers a voluntary Long-Term Disability (LTD) Plan with coverage equal to 60% of the employees' eligible earnings, up to a \$11,000/month maximum. The associated premium is paid by the employee on an pre-tax basis. To qualify for benefits, employees must meet the plan's definition of disability. Other rules apply. See the LTD insurance booklet for 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.

MEDICAL OPT-OUT OPTION

Employees may elect to waive the health insurance coverage offered by the City and receive a \$2,100 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.

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 \$250 to the Deferred Compensation Plan provided a contribution of at least \$25 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.

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

BENEFICIARY INFORMATION

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

INSURANCE PREMIUMS

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

Semimonthly Costs	Full-Time Employee		
Insurance Plan	Employee (Only)	Employee +1	Family
Blue Shield PPO	\$188.41	\$892.91	\$1,094.91
Blue Shield HDHP	\$12.53	\$541.14	\$646.25
Blue Shield HMO 15	\$72.75	\$391.16	\$547.18
Blue Shield HMO 20	\$57.86	\$257.99	\$362.81
Blue Shield HMO 20 Trio	\$12.27	\$165.74	\$235.45
Blue Shield HMO 40 Trio	\$0.00	\$43.93	\$67.27
Kaiser HMO 15	\$18.67	\$202.32	\$255.93
Kaiser HMO 30	\$42.76	\$194.88	\$245.99
Local Advantage	\$0.00	\$15.44	\$42.64
Delta DPO	\$0.00	\$17.60	\$45.81
Delta Care HMO	\$0.00	\$0.00	\$0.00



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