

CITY OF RIVERSIDE CHART OF BENEFITS UPDATED ON 01/01/2020

	Mayor & Council ¹ (BU 05)	SEIU-General ² (BU 20, 22)	Executive ³ (BU 01)	Benefit Group		SEIU-Refuse (BU 80)
				Level I Confidential, Supervisory & Para-professional (BU 25, 50, 55)	Level II Sr. Mgmt., Mgmt. & Professional (BU 07, 10, 15)	
Medicare⁴	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%
Life⁵	2x annual + AD&D ⁶	\$11,000	2x annual + AD&D ⁶	2x annual + AD&D ⁶	2x annual + AD&D ⁶	\$10,000
SDI	N/A	\$136/yr.	N/A	N/A ⁷	N/A	\$136/yr.
LTD	Available ⁸	N/A	Available ⁸	Available ⁸	Available ⁸	N/A
Def. Comp.	\$75/month ⁹	May participate	\$75/month ⁹	\$75/month ⁹	\$75/month ⁹	May participate
401(a) Plan	N/A	N/A	May Participate ¹⁰	N/A	N/A	N/A
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%/yr.
Holidays	12	12	12	12	12	12
Vacation Accrual	N/A	0-4 yrs. = 80 hrs. 5-9 yrs. = 120 hrs. 10+ yrs. = 160 hrs.	Varies ¹¹	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 Leave¹²	N/A	12 days/year ¹³	12 days/year	12 days/year	12 days/year	12 days/year
Administrative Leave	N/A	N/A	48 hrs./FY ¹⁴	N/A	32 hrs./FY ¹⁴	N/A

1. 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.
2. Includes Police and Fire trainees.
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. For employees hired on or after 04/01/86.
5. Monthly life insurance premiums are calculated at \$.20/\$1,000 of benefit. Monthly AD&D premiums are calculated at \$.04/\$1,000 of benefit.
6. Two times the annual salary, rounded to the next highest \$1,000.
7. 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.
8. 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.
9. 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. Executives have a one-time election period (30 days from promotion or hire date only); election is irrevocable.
11. Executive vacation accrual rates may be reflected in individual contracts.
12. Please refer to Section 7 of the Fringe Benefits & Salary Plan (FBSP).
13. 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.
14. Admin leave hours must be used in accordance to the FBSP Section 27. Hours are pro-rated for new hires or employees promoted after current fiscal year.

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	Public Utilities (IBEW) Field (BU 35)	Public Utilities Field (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)
Medicare¹	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%
Life²	\$75K + AD&D	2x annual + AD&D ³	\$6,000	2x annual + AD&D ³	2x annual +AD&D ³	\$10,000	2x annual + AD&D ³
SDI	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LTD	\$25.60 ⁴	Available ⁴	Provided through association	\$15 ⁵	\$15 ⁵	Provided through association	\$10 ⁵
Def. Comp.	May participate	\$250/month	May participate	\$200 or \$215/month ⁶	\$200 or \$215/month ⁶	May participate	\$200 or \$210/month ⁶
401(a) Plan	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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	11	11	12	13	13	12	12
Vacation 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.	<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 Leave⁹	12 days/year	12 days/year	12 days/year	12 days/year	12 days/year	12 days/year	12 days/year

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, monthly premium is \$25.60. For IBEW Supervisory cost for plan is \$0.48 for every \$1,000 of salary, with max of \$88.00 per month; paid out of City contribution to deferred comp.
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 done thru the Association. Assistant & Deputy PD Chief classes participate in the management LTD plan, not thru union.
6. The City monthly contribution is \$210 (Fire Management - RFMG) or \$215 (Police Management - RPAA) 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.
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. Please refer to Section 7 of the Fringe Benefits & Salary Plan (FBSP).

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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	\$1,418.91	\$1,327.92	\$1,312.30	\$1,272.79	\$1,279.46	\$1,274.61
Fire – RCFA (BU 70)	\$35.00	\$1,212.91	\$1,121.92	\$1,106.30	\$1,066.79	\$1,073.46	\$1,068.61
Fire Management – RFMG (BU 72, 74)	\$35.00	\$1,302.91	\$1,211.92	\$1,196.30	\$1,156.79	\$1,163.46	\$1,158.61
Level I & Level II - Confidential, Supervisory, Para-professional, Sr. Mgmt., Mgmt., & Professional (BU 07, 10, 15, 25, 50, 55)	\$45.00	\$1,418.91	\$1,327.92	\$1,312.30	\$1,272.79	\$1,279.46	\$1,274.61
Mayor & Council (BU 05)	\$45.00	\$1,418.91	\$1,327.92	\$1,312.30	\$1,272.79	\$1,279.46	\$1,274.61
Police – RPOA (BU 60)	Part of Health & Vision	\$1,479.91	\$1,388.92	\$1,373.30	\$1,333.79	\$1,340.46	\$1,335.61
Police – RPOA Supervisory Sergeants (BU 65)	Part of Health & Vision	\$1,479.91	\$1,388.92	\$1,373.30	\$1,333.79	\$1,340.46	\$1,335.61
Police Management – RPAA Lieutenants & Captains (BU 64)	Part of Health & Vision	\$1,479.91	\$1,388.92	\$1,373.30	\$1,333.79	\$1,340.46	\$1,335.61
Public Utilities Field – IBEW (BU 35)	\$55.00	\$1,447.91	\$1,356.92	\$1,341.30	\$1,301.79	\$1,308.46	\$1,303.61
Public Utilities Field Supervisory – IBEW (BU 45)	\$55.00	\$1,447.91	\$1,356.92	\$1,341.30	\$1,301.79	\$1,308.46	\$1,303.61
SEIU – General (BU 20, 22)	\$45.00	\$1,347.91	\$1,256.92	\$1,241.30	\$1,201.79	\$1,208.46	\$1,203.61
SEIU – Refuse (BU 80)	\$45.00	\$1,347.91	\$1,256.92	\$1,241.30	\$1,201.79	\$1,208.46	\$1,203.61

*Effective the first paycheck in December 2018 for January 2019 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.