

CORONA POLICE EMPLOYEES ASSOCIATION CITY PAID BENEFITS

For a complete explanation of benefits, benefit eligibility and restrictions; please refer to the current Memorandum of Understanding (MOU) and the Employee Policy Manual. Any information contained herein that may conflict with the provisions of the MOU, the MOU shall prevail.

RETIREMENT: Employees are covered by the California Public Employees' Retirement System (CalPERS). The City does not participate in Social Security and the City pays the employees mandatory contribution to the Medicare Program.

The City offers two retirement formulas based on the employee's current CalPERS membership status. The 3% @ 50 highest single year of service retirement formula will be applied to employees hired prior to January 1, 2013 and those current CalPERS members with no significant break in PERS-qualified employment. The 2.7% @ 57 three year average retirement formula will be applied to those employees with a significant break in PERS-qualified employment those who have not formerly been a member of CalPERS or another retirement program with which CalPERS has a reciprocal relationship.

All employees hired on or after January 1, 2013, will be subject to CalPERS membership review for applicability of PEPRA.

ANNUAL LEAVE & HOLIDAYS: 26 (8 hour) working days (210 hours) of paid leave are earned after one year of employment, with additional days earned, based on length of service, up to 36 (8 hour) days. There are 12 (8 hour) paid holidays (96 hours) per calendar year.

ANNUAL LEAVE BUYBACK: Eligible employees may "buy back" a maximum of 160 hours of annual leave once each year.

DISABILITY & LIFE INSURANCE: Short-term and long term disability insurance is provided free to each employee.

LIFE INSURANCE: The City provides a term life insurance policy to each employee equal to 5 ½ times the employee's annual basic earnings to a maximum, of \$750,000.00.

MEDICAL INSURANCE: The City currently offers Kaiser and Blue Shield HMO plans as well as several Anthem Blue Cross PPO plans through CalPERS. For employees hired on or after January 1, 2013, the City provides a monthly medical insurance allowance in the amount of \$1,160.87 to be used for the purchase of medical coverage for the employee and their eligible dependents. This allowance increases to \$1,674.22 upon an employee's 5th year of employment as a full-time sworn peace officer (including employment in the same capacity with another agency).

Option to waive medical insurance equivalent to your current coverage (i.e. single \$296.00, employee + one \$596.00, family \$770.00).

DENTAL INSURANCE: The City currently offers HMO and PPO dental insurance through Delta Dental and Delta Care. Dental insurance premiums are paid by the employee.

VISION INSURANCE: The City currently offers vision insurance through Eye Med. Vision insurance premiums are paid by the employee.

EMPLOYEE ASSISTANCE AND COUNSELING PROGRAM: This is a comprehensive program designed to help employees and their family members find direction in solving personal and/or emotional problems.

DIRECT DEPOSIT: A free checking account and checks are available with Bank of America Bank, Corona.

FLEXIBLE SPENDING PLAN: Each employee may contribute to either a medical reimbursement account or dependent care account to pay for unreimbursed medical expenses and/or dependent care expenses with pre-tax dollars. The flexible benefit plan is offered at the time of hire and at each open enrollment period.

DEFERRED COMPENSATION (457) PLAN: To supplement retirement, employees can make voluntary salary deferrals to a Nationwide or ICMA plan. Employee contribution limits are defined by law.

RETIREMENT HEALTH SAVINGS PLAN (RHS): To assist employees when they retire, the City offers a Retirement Health Savings plan through ICMA VantageCare or Nationwide PEHP. These plans allow retirees to get tax-free withdrawals from their account when used for reimbursement of qualified health care expenses. Employees hired on or after January 1, 2000 shall receive a Retirement Health Savings Account contribution of \$1250.00 per quarter.

LONGEVITY PAY: After 5 years of service \$1,120.00 annually. After 10 years of service \$1,320.00 annually. After 15 years of service \$1,520.00 annually. After 20 years of service \$1,720.00 annually.

UNIFORM ALLOWANCE: Police Officers receive a uniform allowance of \$860.00 per quarter. The City will reimburse members for the cost of a ballistic safety vest up to \$1,150 every 5 years.

MARKSMANSHIP INCENTIVE: \$105.00 per quarter, supplemental pay, for meeting the marksmanship proficiency standards established by the Police Department.

TUTION REIMBURSEMENT: The City shall reimburse for books and tuition for college-level courses leading to a job related degree or certificate. Tuition is reimbursed at a rate equivalent to the California State University Fee Schedule.

POST-INCENTIVE PAY: The City provides 3% over base pay for holding or attainment of Post Intermediate Certificate and 5% over base pay for holding or attainment of a Post Advanced Certificate.

BI-LINGUAL PAY: Upon certification and departmental needs, 4 % increase of base pay is awarded for the use of Spanish language on the job.

OTHER SPECIAL COMPENSATION: In addition to the above mentioned special compensation, the City offers the following: Hazard and Assignment Pay and Court Assignment.

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