



## **CITY OF JURUPA VALLEY EMPLOYEE BENEFITS**

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The City of Jurupa Valley offers an excellent benefit package for full-time career employees through a flexible plan. The plan provides:

- 120 hours per year of Paid Time Off (PTO) to a maximum of 180 hours. PTO includes paid time off for all purposes (excluding holidays). Full-time employees earn PTO leave hours based on the years of service leave credit schedule.
- 12 Paid Observed Holidays per calendar year.
- \$1,650 Monthly Cafeteria Health Allowance for medical, dental and vision. The City's health plans are for eligible employees and their qualifying dependent(s).
- For all Members excluding Executives City paid life insurance coverage in the amount of \$100,000.
- For Executives City paid life insurance 1.5 times annual earnings up to a max of \$300,000.
- Employee paid Short and Long-Term Disability Plans through Lincoln Financial Group.
- Employer paid Hartford Group Critical Illness.
- Voluntary supplemental products for critical illness, long and short-term disability, and life insurance are also available.
- Voluntary Deferred 457 Compensation Plan –MissionSquare Retirement.
- In lieu of Social Security, the City implemented a Defined Contribution Plan through MissionSquare Retirement. The City contributes 7% of the Full-Time employee's gross salary and 7.5% of the Part-Time employee's gross salary towards the MissionSquare Retirement Plan and the employee is vesting at time of hire. Employees may also contribute zero (0) or up to twenty percent (20%). Employee contribution election is irrevocable.
- 9/80 workweek schedule with every other Friday as a Flex Day Off. Schedule will be determined by the hiring manager.
- Employee Assistance, Legal Shield and Scholar Share 529 Program.
- United Pet Care Insurance Program.

**Some managerial positions may have additional benefits such as executive days and telecommute program.**