

# CITY OF JURUPA VALLEY

## EMPLOYEE BENEFITS



SCAN TO  
JOIN TODAY!

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

- Paid Time Off (PTO) for full-time employees is based on the years of service leave credit schedule as follows:

<u>Years of Service</u>	<u>Annual Accrual</u>	<u>Not to exceed 2(x) annual max</u>
1-3 years	120 hours	240 hours
4-7 years	160 hours	320 hours
8+years	200 hours	400 hours

PTO includes paid time off for all purposes (excluding holidays). For employees working 32 hours per week, the PTO accrual is pro-rated.

- 13.5 Paid Observed Holidays per calendar year.
- \$1,800 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.
- Short and Long-Term Disability Plans through Lincoln Financial Group.
- 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.
- Tuition Reimbursement \$2,500 per year
- Bereavement Leave - Five Paid Days
- Sick Time - Full Time Employees (45 Hours annually) Part Time Employees (40 Hours annually).  
Allotted paid sick leave is not payable upon separation from employment, regardless of the reason for separation

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