



CITY OF RIALTO BENEFITS SUMMARY

RIALTO MID-MANAGEMENT/CONFIDENTIAL ASSOC. (RMMA) EFFECTIVE JULY 1, 2020

The following is a general outline of employee compensation and benefits. For a complete explanation of benefits, benefit eligibility and restrictions please refer to the Rialto Mid-Management/Confidential Association (RMMA) Memorandum of Understanding (MOU).

COMPENSATION

Salary:

Established by City Council via the City of Rialto Classification and Compensation Plan.

Salary Range:

Salary ranges consist of seven (7) steps.

Salary Adjustments:

Salary adjustments established by City Council via agreement with Association Terms and Employment Conditions

Salary Progression:

Employees shall be paid in accordance with the Classification and Compensation Plan. Step advancement may take place after six (6) months if hired at step 1 or 2. Otherwise, advancement is typically following twelve (12) months of satisfactory service. Upon promotion, an initial step advancement may occur after six (6) months or placement amongst steps 1 or 2 of the salary table.

Bilingual Pay:

The City shall pay one hundred dollars (\$100) per pay period for employees whose position has been designated by the department head as bilingual and whom passes the City examination for fluency in Spanish. Continuing receipt of said bilingual pay is subject to recertification by the Human Resources/Risk Management Department by January 1 of every year after initial certification.

Education and Certification Incentive Pay:

- Effective July 1, 2015, employees with Masters' degrees will receive a seven percent (7.5%) pay increase. The increase in pay only applies if the employee has a degree higher than required of the position / classification.
- Effective July 1, 2015, employees who have completed the coursework and attained any certification listed in Appendix B of RMMA MOU shall be eligible for certification pay equal to seven (7%) percent of his or her base salary. The salary increase shall become effective on the date of the awarding of the certification or the effective date of this Agreement, whichever is later. This provision is not applicable to any certification an employee is already required to attain as part of his or her position/classification.

Longevity Pay:

Longevity pay shall be defined as Longevity Pay for City Service and/or Longevity Pay for Public Service.

For employees hired prior to June 30, 2018 and have cumulative CalPERS “public service experience” or service under the San Bernardino City Employees’ Retirement Association (“SBCERA”). However, such public service experience pay shall not be subject to pensionable compensation pursuant to Title 2, Section 571 of the California Code of Regulations.

City Service is pensionable compensation:

YEARS OF CITY SERVICE	
Five (5) to Nine (9) Years	3 percent (3.0%)
Ten (10) or more Years	6% percent (6.0%)

BENEFITS

Cafeteria Plan Allotment:

Employees have the choice of applying Cafeteria Plan dollars to purchase health, vision, and dental benefits provided through City plans. The City’s contribution to the Cafeteria Plan for each employee of the Bargaining Unit will be one thousand, three hundred dollars per month to go towards the employee’s contributions for health vision, and dental insurance premiums. (July 1 – December 31, 2019 = \$1,300.00 per month).

Medical Insurance:

Plan Year 2020 (LA, San Bernardino, Ventura Region Rates)	Employee Only		Employee +1		Employee + Family	
	Monthly	Semi-Monthly	Monthly	Semi-Monthly	Monthly	Semi-Monthly
Anthem HMO Select	\$619.93	\$309.97	\$1,239.86	\$619.93	\$1,611.82	\$805.91
Anthem HMO Traditional	\$902.63	\$451.32	\$1,805.26	\$902.63	\$2,346.84	\$1,173.42
Blue Shield Access+	\$813.17	\$406.59	\$1,626.34	\$813.17	\$2,114.24	\$1,057.12
Blue Shield Trio	\$624.93	\$312.47	\$1,249.86	\$624.93	\$1,624.82	\$812.41
Health Net Salud Y Mas HMO	\$392.31	\$196.16	\$784.62	\$392.31	\$1,020.01	\$510.01
Health Net SmartCare HMO	\$648.42	\$324.21	\$1,296.84	\$648.42	\$1,685.89	\$842.95
Kaiser Permanente HMO	\$664.39	\$332.20	\$1,328.78	\$664.39	\$1,727.41	\$863.71
PERS Choice PPO	\$710.29	\$355.15	\$1,420.58	\$710.29	\$1,846.75	\$923.38
PERS Select PPO	\$435.74	\$217.87	\$871.48	\$435.74	\$1,132.92	\$566.46
PERS Care PPO	\$931.12	\$465.56	\$1,862.24	\$931.12	\$2,420.91	\$1,210.46
United Healthcare HMO	\$668.31	\$334.16	\$1,336.62	\$668.31	\$1,737.61	\$868.81

Cafeteria Plan – Opt Out Provision:

Employees hired before August 29, 201 may opt to a maximum of \$1,200.00 per month which is not utilized to purchase any of the benefits through the City. An employee must provide the City with written notice/waiver of paid health insurance payments for which the employee is eligible. Then the employee shall receive any unused amount of the City’s contribution to the Cafeteria Plan as taxable cash or have said amount placed into a deferred compensation plan.

Effective August 29, 2018; any newly hired employees shall be limited to a one hundred dollar (\$100.00) twice per month (24 times per year) opt out allowance for not using City medical insurance. [Employees declining medical insurance coverage through City sponsored plans must file proof of alternative medical insurance coverage with the Human Resources/Risk Management Department].

Retiree Mental: Retirees are not eligible for the Cafeteria Plan. Retirees, however, shall retain all current PERS health benefits.

The City shall contribute to the retired employees plan according to the following schedule:

- Retiree Only \$279.25 / Month
- Retiree +1 \$558.49 / Month
- Retiree + 2 or More \$726.04 / Month

Dental Insurance: Employees may utilize their Cafeteria Plan provision to cover the costs associated with Dental Insurance.

Delta Dental Plan	Employee Only		Employee +1		Employee + Family	
Health Insurance Plan Name	<u>Monthly</u>	<u>Semi-Monthly</u>	<u>Monthly</u>	<u>Semi-Monthly</u>	<u>Monthly</u>	<u>Semi-Monthly</u>
Liberty Dental – DHMO	\$15.04	\$7.52	\$27.08	\$13.54	\$39.11	\$19.56
Delta Dental - (DPPO)	\$46.54	\$23.27	\$90.75	\$45.38	\$137.28	\$68.64

Vision Insurance: Employees may utilize their Cafeteria Plan provision to cover the costs associated with Vision Care Insurance.

EyeMed Vision Plan	Employee Only		Employee +1		Employee + Family	
	<u>Monthly</u>	<u>Semi-Monthly</u>	<u>Monthly</u>	<u>Semi-Monthly</u>	<u>Monthly</u>	<u>Semi-Monthly</u>
Plan Options	\$9.44	\$4.72	\$17.60	\$8.80	\$26.00	\$13.00

Life Insurance: The City will pay the cost of employee and dependent life insurance coverage at the following base levels:

Covered Unit	Coverage Amount:
Employee	\$75,000
Spouse	\$10,000
Registered Domestic Partner	\$10,000
Children	\$5,000

Income Protection Insurance (Short-Term Disability): The City shall contribute one hundred percent (100%) of the premium annually for income protection insurance for active employees. (The actual benefit amount equates to \$125.00 per week) if utilized.

Flexible Spending Account (FSA): Employee paid through pre-tax payroll deductions, subject to IRS annual limits.

Deferred Compensation: All Bargaining Unit employees receive four hundred dollars (\$400.00) per month in deferred compensation.

Employees will have access to the 401A, Money Purchase Pension Plan and Trust, subject to City Council modification of the plan as authorized by federal and state laws.

Employee Assistance Program (EAP): Offers limited free and confidential counseling and referral services to employees related to work, personal, and life issues.

State Disability Insurance: Employees shall pay one hundred percent (100%) of the cost of State Disability Insurance (SDI) through payroll deduction.

LEAVES

Holidays:

The City recognizes the following holidays per calendar year:

- New Year's Day – January 1st
- Martin Luther King Jr., Birthday – 3rd Monday in January
- President's Day – 3rd Monday in February
- Cesar Chavez Day – March 31st
- Memorial Day – last Monday in May
- Independence Day – July 4th
- Labor Day – 1st Monday in September
- Veteran's Day – November 11th
- Thanksgiving Day – 4th Thursday in November
- Day after Thanksgiving Day – 4th Friday in November
- Christmas Eve – December 24th
- Christmas Day – December 25th
- (2) Floating Holiday: 20 Hours

The Floating Holidays, at ten hours (10) each, will accrue on January 1 of each year. If an employee has not completed six months of employment on January 1, the floating holiday hours will be credited following completion of six months of employment.

Holiday Closure: During the week of Christmas Eve through New Year's Day, the City offices will be closed. Employees may utilize accrued administrative leave, vacation leave, compensatory time, or floating holidays, in addition to the holidays; in order to receive full pay for the closure time period.

Vacation Leave:

Years of Service	Annual Accrual
0 – 1 Year	Prorated accrual – 80 hours awarded upon completion of 365 days (2080 hours).
1 – 4 Years	6.00 Hours / pay period
5 – 10 Years	7.50 Hours / pay period
11 – 16 Years	9.50 Hours / pay period
17+ Years	10.5 Hours / pay period

Employees shall be eligible to cash out up to two hundred ten (210) hours of vacation and/or sick leave, combined, per fiscal year. The cash-out may be taken in any increment amount up to 210 hours and at any time during the fiscal year. The cash-out of leave will be at the employee's base salary rate at the time of cash out.

Sick Leave: Employees with the bargaining unit will accrue at the rate of 120 hours per fiscal year or (4.615 per pay period).

Employees shall be eligible to cash out up to two hundred ten (210) hours of vacation and/or sick leave, combined per fiscal year. The cash out may be taken in any increment amount up to 210 hours and at any time during the fiscal year. The cash out of leave will be at the employee's base salary rate at the time of cash out.

Administrative Leave: Employee's will be credited with one hundred twenty (120) hours of administrative leave on July 1 of each fiscal year. Hours must be used by June 30th of the following year. Administrative leave hours will be pro-rated and credited based on an employee's entrance (onboarding) into the unit.

Bereavement Leave: Any eligible employee whom is absent from work by reason of death in the immediate family may be allowed a leave of absence with pay. Up to four (4) cumulative working days (40 hours) per occurrence may allowed to attend funeral services, which will not be deducted from the employee's leave bank.

Jury Duty: An employee may be absent for up to ten (10) hours per day for jury duty.

Military Leave: In accordance with the Military Leave and Veterans Code, Section 395, any public employee who is a member of the reserve corps of the U.S. or National Guard, or the Naval Militia shall be entitled to temporary leave of absences as provided by federal law while engaged in active military duty (including training, encampment, naval cruises, special exercises, or like activity) providing that the period of ordered duty does not exceed 180 calendar days.

RETIREMENT

California Public Employees' Retirement System (CalPERS):

Tier 1 ("Classic" Members): 2.7% at 55 formula with widow's one-half continuance.

Tier 2 ("New" Members/PEPRA): 2% at 62 formula.

Employees who are new members, as defined above, shall be required to pay fifty percent (50%) of the expected normal cost rate for their benefits. (This amount is six and three-quarters percent (6.75%) of reportable compensation as of January 1, 2013).

Employees who are not new members shall be required to pay a total of eight percent (8%) of their salary, on a pre-tax basis, towards PERS costs. All contributions made by employees described in the previous section above shall be in accordance with IRS Code Section 414(h)(2) (or any subsequent amendments to said IRS code section), whereby employee contributions described above shall be tax deferred (not subject to taxation until time of constructive receipt).

ADDITIONAL BENEFITS

Tuition Reimbursement: The City agrees to reimburse employees up to two thousand five hundred dollars (\$2,500) per fiscal year for expenses for tuition and books, provided that the employee achieves a passing grade in the course.

Uniforms and Personal Safety Equipment: For all positions which are required to wear uniforms as determined by department head, the City shall provide the uniform and shall continue the existing practices with respect to the cleaning of such uniforms – providing employees five (5) shirts and three (3) pairs of pants. Additionally, the City shall pay for the tempering of prescription corrective lenses as well as employee safety boots.

Child Care: The City shall provide a ten Percent (10%) subsidy to those employees utilizing its child care facilities. The City reserves the sole and exclusive right to assign a location at any of its child care facilities. Such decision shall be final binding.

Rialto Fitness Center: Employees, employees' spouses, retirees, and retirees' spouses shall be allowed free use of the Rialto Fitness Center during normal operating hours as long as the City has managerial control of the facility. Employees, employees' spouses, retirees, and retirees' spouses shall adhere to the same regulations regarding reservations and use and care of the facilities as the general public.

NOTES
