



CITY OF JURUPA VALLEY EMPLOYEE BENEFITS

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.
- 11 Paid Observed Holidays per calendar year.
- \$1,400 Monthly Cafeteria Health Allowance for medical, dental and vision. The City's health plans are for eligible employees and their qualifying dependent(s).
- City paid life insurance coverage in the amount of \$100,000.
- State Disability Insurance Benefits for qualifying claims determined by Employment Development Department in the State of California.
- Voluntary supplemental products for critical illness, long and short term disability and life insurance are also available.
- Voluntary Deferred 457 Compensation Plan –ICMA-RC.
- In lieu of Social Security, the City implemented a Defined Contribution Plan through the Public Agency Retirement System (PARS). The City contributes 7% of the employee's gross salary towards the PARS Plan and the employee is vesting at time of hire. Employee 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 Program.

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