

EMPLOYEE BENEFITS

County of Riverside Human Resources

Great Benefits For A Great Place To Work



Summary of your Benefit Package A General Outline of County of Riverside Benefits

Benefit Type	What you receive	Eligible	Who Pays
Medical	Wide range of choices including comprehensive plans with preferred provider options. For most Bargaining units plan options include; Kaiser, Health Net, PacifiCare and the County's Exclusive Care Plan. Employees of the Deputy District Attorney Association, Law Enforcement Management Unit and Riverside Sheriffs Association Safety Unit receive benefits through CalPers. Plans include; Blue Shield, Kaiser, PERSCare, PERSChoice, and the County's Exclusive Care Plan.	Immediately; must apply within the first 60 days of employment	Depends on the Flex Dollars provided by Bargaining Unit and which coverage is selected by the Employee.
Dental	Covers preventive, basic, major and orthodontic care through United Concordia, Local Advantage and Freedom Dental plans.	Immediately; must apply within the first 60 days of employment	
Vision	Coverage is provided through Vision Service Plan or Vision Plan of America depending on the employee's designated Bargaining Unit.	Immediately; must apply within the first 60 days of employment	
Vacation/Paid Time Off	Vacation accrual schedule: 0-3 years, 80 hours; 4-9 years, 120 hours; 10 or more years, 160 hours. Certain classifications receive Paid Time Off (PTO) accruals in lieu of vacation and sick time.	All full-time employees	County of Riverside
Sick Time	4 hours sick leave accrual per pay period with unlimited accrual. Certain classifications receive Paid Time Off (PTO) accruals in lieu of vacation and sick time.	Certain full-time employees	County of Riverside
Paid Time Off	Applies to Management, Confidential and Unrepresented classifications. Accrual schedule (biweekly): 1-<3 years = 8.92 hours; 3-<10 years = 10.46 hours; 10 or more years = 12 hours. Maximum annual leave accumulation: <5 years = 480 hours; 5-10 years = 960 hours; >10 years = 1440 hours. Employee may receive pay in lieu of up to 80 hours per calendar year. Department head may approve additional 80 hours.	Management, Confidential and Unrepresented	County of Riverside
Retirement	County paid retirement to the Public Employee Retirement System. Retirement formula is 3% at 60 for most classes. Safety classifications receive benefit formula 3% at 50.	Immediately; must be at least 50 at retirement and have 5 years of Service Credit	County of Riverside & Employee depending on Bargaining Unit
Deferred Compensation	Voluntary employee contribution, a choice of two 457 plans.	Immediately; may enroll at anytime	Employee
PEHMCA	County contribution to Public Employees Medical and Hospital Care program (PEHMCA). The contribution amount varies by Bargaining Unit.	Upon retirement after five (5) years of service	County of Riverside
Flexible Spending Accounts (FSA)	Program which allows employees to set aside monies on a pre-tax basis to pay for qualified medical and/or childcare expenses which are not reimbursable under insurance or other programs. (Maximums: Medical FSA - \$3,000, Dependent Care FSA - \$5,000).	Immediately; must apply within the first 60 days of employment	Employee
Life Insurance	Employee Life Insurance Supplemental life coverage is available for employee, spouse and eligible dependents.	Immediately; must apply within the first 60 days of employment	County of Riverside Employee

Bereavement Leave	Up to three (3) days paid with the option to take (2) additional days from leave balances.	Immediately; may apply at anytime	County of Riverside
Jury Duty	Compensation for regular work time spent in jury service. Any jury fees received shall be paid to the County Treasury.	Immediately	County of Riverside
Short Term Disability	County of Riverside short term disability program. Benefit varies by Bargaining Unit.	Immediately	County of Riverside
Long Term Disability	County of Riverside long term disability program. Benefit varies by Bargaining Unit.	Immediately	County of Riverside
Unemployment	County paid unemployment insurance of .3% of base salary.	Immediately	County of Riverside
Post-Employment Program	Program requires certain classifications of employees to receive leave balances through a 401a money purchase program and/or a Health Savings plan.	Upon retirement or termination after five (5) years of service	County of Riverside
Workers' Compensation	Workers' Compensation benefits are provided in accordance with the California Labor Code.	Immediately	County of Riverside
Direct Deposit	Direct Deposit of your pay.	Immediately; takes two pay-periods to activate	County of Riverside
Credit Union	Membership available through Riverside County Credit Union.	Immediately	County of Riverside
Employee Assistance Program (EAP)	Comprehensive program providing professional, confidential services to assist employees in dealing with work or family issues.	Immediately	County of Riverside
Parking	Access to Riverside County parking lots. Employees may also set aside pre-tax monies to pay for monthly parking fees in the paid parking structures	Immediately	County of Riverside or Employee
Education Reimbursement	May be reimbursed for actual cost, subject to availability of funds.	Immediately	County of Riverside
Continuing Education Credits	Employees in a classification which requires them to be licensed in a practice such as an RN, LVN or PA, may receive time and funding to attend approved courses for continuing education required to maintain licensing.	Upon completion of 1040 hours of continuous service with the County	County of Riverside
Rideshare	Benefits include: Guaranteed Ride Home Program, \$2/day for new participants, rideshare clubs for merchant discounts, County sponsored vanpools and carpools, Carpool Parking, drawings and prizes for ridesharing.	Immediately, may apply at any time	County of Riverside
Shift Differential	3:00 p.m. – 11:00 p.m. \$0.60 - %\$1.60/hour, 11:00 p.m. – 7:00 a.m. at \$1.20 – 2.45/hour. Depending on job classification and Bargaining Unit.	Immediately	County of Riverside
Unit Differential	\$2.00/hour Critical Care (ACCU, Recovery Room, ER, Dialysis, OR, L&D, Peds ICU, NICU).	Immediately	County of Riverside
Charge Pay	Any RN temporarily assigned to perform the duties of an Assistant Head Nurse shall be compensated at the rate of an additional \$2.00/hr .	Immediately	County of Riverside
Preceptor Pay	Any RN preceptor shall be compensated during such assignment \$1.00/hour for time actually worked and assigned as a preceptor.	Immediately	County of Riverside
Standby Pay	1 hour for every 8 hours on standby; selected classifications: \$2.75/hour, \$3.75/hour, or \$4.50/hour.	Immediately	County of Riverside
Bilingual Pay	Available @ \$.25/hour (at least 10% of time) or \$.50/hour (50% of time or translate before an officially convened court, appeals board, commission or hearing body.)	Immediately	County of Riverside
Family Medical Leave	Family Medical Leave benefits are provided in accordance with the Family Medical Leave Act (FMLA).	After 1,250 hours worked and 12 months of service	County of Riverside
Social Security	For all non-safety employees Social Security payments are deducted from payroll and matched by the County. This tax (FICA) entitles employees to retirement pay, disability, Medicare and survivor's benefits as determined by the Federal Social Security Program.	Immediately	County of Riverside
Personal Leave of Absence	Unpaid, LOA may be granted up to one (1) YEAR.	Immediately	County of Riverside
Military Leave of Absence	Military Leave is provided in accordance with the Veteran's Re-employment Rights Act.	Immediately	County of Riverside