

# **CITY OF CHICO**

## **GENERAL BENEFIT INFORMATION**

### **(PERMANENT POSITIONS ONLY)**

The following general information regarding pay and benefits is provided for informational purposes only and does not constitute a contract or promise of specific benefits. The specific pay and benefits for each position are established by the Memorandum of Understanding or Pay and Benefits Resolution for the employee bargaining group which represents the position.

<b>SALARY</b>	Appointments are normally made at the entry level or the "A" step of the pay range. However, appointment to a higher pay level may be made by the City Manager depending on the needs of the City, the technical nature of the position, the experience of the appointee and other factors, although such appointment will usually not be made above the "C" step or middle of the pay range.
<b>PROBATIONARY PERIOD</b>	All permanent full-time classified service employees are subject to a twelve month probationary period. Exempt service employees are considered to be "at will" employees and are not subject to a probationary period.
<b>HEALTH, DENTAL AND VISION INSURANCE</b>	At the time of this recruitment, the City provides a maximum of \$921.93 towards major medical and dental benefits to all full-time employees and their dependents. Employee cost varies depending on the employee's choice of health plan. A vision plan is also provided.
<b>LIFE INSURANCE</b>	All permanent full-time employees receive life insurance in an amount equal to the nearest \$1,000 of their annual salary (up to \$ 200,000 maximum). This insurance is provided by the City at no cost to the employee. Dependent life insurance of \$1,500 is also provided by the City. Supplemental life insurance is available at a cost to the employee.
<b>RETIREMENT</b>	<p>Membership in PERS; 3% @ 50 for safety employees and 3% @ 60 for miscellaneous employees; Single highest year, credit for unused sick leave, 1959 Survivor Benefit, and Military buy back options. The City is not part of the Social Security system.</p> <p>Retirement benefits for all employees hired after January 1, 1990, who become a member of PERS for the first time on that date, are limited by California Government Code Section 21754 to 100% of final compensation or a certain dollar amount, set at \$98,064 per year on January 1, 1990 and adjusted by the Consumer Price Index each year.</p>
<b>SECTION 125 PROGRAM</b>	Employees can set aside money on a pre-tax basis for certain medical reimbursement and dependent care costs through the Section 125 plan.
<b>LONG-TERM DISABILITY INSURANCE</b>	Full-time employees are eligible for LTD insurance after six months of employment. This is a voluntary program, and the premium cost is divided between the City and the employee. Permanent seasonal employees are covered by State Disability Insurance.
<b>HOLIDAYS</b>	11 paid holidays and one floating holiday per year (Fire/Police safety employees receive holiday pay in lieu of time off).
<b>VACATION</b>	Full-time employees earn from 10 to 15 days of vacation per year through the first 8 or 11 years of service (depending on the bargaining group), with one additional day per year earned for each additional year of service up to a maximum of 24 days per year.
<b>SICK LEAVE</b>	8 hours of sick leave are earned per month with unlimited accumulation and retirement credit for unused sick leave.