

## FULL-TIME EMPLOYEE BENEFITS

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<u>RETIREMENT:</u>	PERS retirement - 2.5% at 55 retirement formula for "Classic" CalPERS members covered under pre-2013 rules (currently, City pays 4% of member contribution); 2% at 62 retirement formula for "New" CalPERS members.
<u>VACATION LEAVE:</u>	80 hours per year for first five years, 120 hours per year after five years, 160 hours per year after ten years.
<u>SICK LEAVE:</u>	96 hours per year. Sick leave accumulation in excess of 480 hours is paid directly to the employee as a cash benefit at the end of each year at the rate of 50% of employee's current pay rate.
<u>HOLIDAYS:</u>	12 paid holidays per year.
<u>HEALTH INSURANCE:</u>	85% paid medical for employee and dependents. Coverage effective the first day of the month following the date of hire. Employees who are able to provide proof of other group insurance coverage may elect to opt-out of the City Health benefits and receive a monthly payment in the amount of \$750 in lieu of coverage.
<u>LIFETIME MEDICAL:</u>	Employees who retire from the City after are entitled to 85% of the cost of their medical premium.
<u>DENTAL/VISION INSURANCE:</u>	100% dental and vision coverage for employee and dependents. Coverage is effective the first day of the month following the date of hire.
<u>LIFE INSURANCE:</u>	Coverage is equal to 100% of annual salary. Additional life insurance is optional.
<u>DISABILITY INSURANCE:</u>	The City pays 100% of the insurance plan.
<u>DEFERRED COMPENSATION:</u>	An optional plan is available at employee's cost.
<u>CREDIT UNIONS:</u>	The City is affiliated with Southland Credit Union and F & A Federal Credit Union. Employees are eligible for membership.
<u>EMPLOYEE ASSISTANCE PROGRAM:</u>	An Employee Assistance Program (EAP) is available to provide to help employees and members of their families who are experiencing personal problems. Contact the Human Resources Department for more information.

EDUCATION  
REIMBURSEMENT:

The City encourages employees to develop their knowledge and abilities by offering a variety of reimbursements for job-related education up to California State University Dominguez Hills (CSUDH) part-time tuition.

BILINGUAL PAY:

The City offers three tiers of job related bilingual pay based on classification, employees may be eligible for \$35, \$75, \$150 per month.

CELLPHONE STIPEND:

The City offers a \$50 cell phone stipend to designated employees that use their cellphone for City business.

ANNIVERSARY  
ACHIEVEMENT AWARD:

The City offers a lump sum payment when an employee reaches a years of service milestone.

SCHEDULE:

Full-time employees for the City of Paramount are on a "9/80" work schedule. Normal working hours include nine hours per day Monday through Thursday and 8 hours every other Friday, with every other Friday off. Some positions, particularly in the Public Safety Department and Public Works Department, have alternative schedules.