

FULL-TIME EMPLOYEE BENEFITS

<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 \$450 in lieu of coverage.
<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.
<u>DISABILITY INSURANCE:</u>	The City pays 100% of the insurance plan.
<u>RETIREMENT:</u>	PERS retirement - 2% at 62 retirement formula for "New" CalPERS members, 2.5% at 55 retirement formula for "Classic" CalPERS members covered under pre-2013 rules.
<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 help to employees and members of their families who are experiencing personal problems. Contact Human Resources for more information.
<u>EDUCATION REIMBURSEMENT:</u>	The City encourages employees to develop their knowledge and abilities by offering a variety of reimbursements for job-related education.
<u>BILINGUAL PAY:</u>	The City pays \$15 per month for job related bilingual pay.
<u>SCHEDULE:</u>	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 eight hours every other Friday, with every other Friday off. Some positions, particularly in the Public Safety Department and Public Works Department, have alternative schedules.