

**CITY OF PERRIS**  
**SUMMARY of BENEFITS**  
**MIDDLE MANAGEMENT CLASS**  
*(Effective 7/01/2007)*

<b>HOLIDAYS:</b>	Twelve (12) days per year.
<b>VACATION HOURS PER YEAR:</b>	Vacation is available after successful completion of employee's probationary period. Vacation accrues at eight (8) hours per month for years one (1) through five (5) of employment. The accrual rate increases by approximately 0.67 monthly for years six through twenty (maximum of 400 hours accrual).
<b>PAID LEAVE:</b>	Eight (8) hours of sick leave per month of service (maximum of 320 hours accrual). Other leaves provided include bereavement (up to 5 days) and jury duty leave.
<b>ADMINISTRATIVE LEAVE:</b>	Twelve (12) days per year (maximum of 280 hours accrual), with option to cash out unused days at the end of each calendar year. Requested days are approved at the discretion of the City Manager.
<b>HEALTH BENEFITS:</b>	The City shall pay the median amount of all medical insurance offered for medical insurance premiums (currently \$1,159.62 per month) for the employee and two dependents.
<b>DENTAL INSURANCE:</b>	The City will provide dental plan (HMO or PPO) for the employee and family.
<b>VISION PLAN:</b>	The City will provide a vision plan with reimbursement up to eight hundred fifty (\$850) dollars for employees or their family.
<b>LIFE INSURANCE:</b>	The City shall contribute the full amount of the premium of the life insurance policy for employees at the cost of two (2) times the employees' annual base salary.
<b>LONG TERM DISABILITY:</b>	The City shall contribute the full amount of the premium of a group long-term disability insurance policy.
<b>RETIREMENT:</b>	Retirement benefits shall be provided as stated in the City contract with P.E.R.S. The City currently contracts with P.E.R.S. for the 2.7% @ 55 retirement formula and currently pays the employee's eight percent (8%) share.
<b>DEFERRED COMPENSATION:</b>	The City will match the employees' deposits up to five (5%) percent of the total salary in a Deferred Compensation Plan.
<b>CAR ALLOWANCE:</b>	Employees will be eligible for a five hundred (\$500) dollar allowance per month, for those who do not have a City provided vehicle.
<b>CELLULAR PHONE:</b>	Pursuant to bona fide City need, the City may provide a City cellular phone for business use.
<b>EDUCATIONAL REIMBURSEMENT:</b>	The Educational Reimbursement Program shall consist of full reimbursement <b>up to</b> the limit of five thousand (\$5,000.00) dollars per fiscal year per eligible employee prescribed for books, tuition, and parking for job-related courses not offered through the City's in-service training program. Specific courses, degree and certificate programs require pre-authorization by the City Manager's Office and are considered on a case by case basis.
<b>TRAVEL / TRAINING:</b>	The City provides for work-related workshops and conferences. Scheduling of attendance at such schools and / or seminars will be at the discretion of the City.
<b>ADDITIONAL BENEFITS:</b>	Employees shall be granted the Cost of Living benefit, as listed in detail in the agreement entered into between the City of Perris and Local 911 of the California Teamsters Public, Professional and Medical Employees Union, effective July 1, 2007 to June 30, 2010.

*Restrictions may apply. All of the above benefits are subject to change by 2007 City of Perris Schedule of Salary and Benefits-Management Employees and current Memorandum of Understanding between the Municipal Employee Relations Representative of the City of Perris and Local 911 of the California Teamsters Public, Professional and Medical Employees Union.*