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<th>Benefits at a Glance</th>
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| **Retirement Benefits**              | • Federal law requires that employees who are not members of the City retirement plan (CalPERS) be covered under an alternate retirement plan (PARS).  
• 6% of your salary will be deducted for participation in the PARS plan. The City will also contribute 1.5% of your earnings to your PARS account every pay period. |
| **Deferred Compensation**            | • Temporary /Seasonal employees may contribute pre-tax dollars to a 457 Deferred Compensation Plan administered by ICMA-RC. This plan allows you to invest in your future by building a retirement savings account using payroll deductions that go into investments you select from the diverse fund lineup. |
| **Paid Time Off**                    | • In accordance with State Law, after 90 days, Temporary/Seasonal employees receive 24 hours to use for sick leave. |
| **Work and Life**                    | • Temporary/Seasonal employees are eligible for membership at the Milpitas Sports Center  
• Temporary/Seasonal employees are eligible for membership in Commonwealth Credit Union, which offers a broad range of financial and investment services.  
• Temporary/Seasonal employees may qualify for Transportation Reduction Incentive Program (TRIP) cash incentive or transit subsidies based on their commute method. |
| **Health Insurance**                 | • Temporary employees in a non-clerical position hired in the Planning, Engineering and Building Divisions may qualify for participation in CalPERS health, Delta Dental and Vision. (per Res. 7062)  
  o Multiple plans available through CalPERS Health; plans with Kaiser rate or lower are paid by City  
  o Delta Dental: City paid  
  o Vision: City paid |

*Temporary/Seasonal employees are limited to work no more than 1000 hours per Fiscal Year.

Questions? Contact City of Milpitas Human Resources Department at: 408-586-3090