



## City of Milpitas Temporary/ Seasonal Employee\* Benefits at a Glance

Retirement Benefits	<ul style="list-style-type: none"> <li>• Federal law requires that employees who are not members of the City retirement plan (CalPERS) be covered under an alternate retirement plan (PARS).</li> <li>• 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.</li> </ul>
Deferred Compensation	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Paid Time Off	<ul style="list-style-type: none"> <li>• In accordance with State Law, after 90 days, Temporary/Seasonal employees receive 24 hours to use for sick leave.</li> </ul>
Work and Life	<ul style="list-style-type: none"> <li>• Temporary/Seasonal employees are eligible for membership at the Milpitas Sports Center</li> <li>• Temporary/Seasonal employees are eligible for membership in Commonwealth Credit Union, which offers a broad range of financial and investment services.</li> <li>• Temporary/Seasonal employees may qualify for Transportation Reduction Incentive Program (TRIP) cash incentive or transit subsidies based on their commute method.</li> </ul>
Health Insurance (Not available to most Temporary/Seasonal Employees)	<ul style="list-style-type: none"> <li>• 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)             <ul style="list-style-type: none"> <li>○ Multiple plans available through CalPERS Health; plans with Kaiser rate or lower are paid by City</li> <li>○ Delta Dental: City paid</li> <li>○ Vision: City paid</li> </ul> </li> </ul>

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

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