

Reasons To Work For the County of Riverside

With over 40 County departments and many different career fields, take advantage of the many reasons to join and grow your career with the County of Riverside...

- Free and low-cost medical benefit options for employees and their families.
- Annual salary increases.
- Flexible work schedules including hybrid and telecommuting options - 9/80, 4/10, and 3/12!
- Learning and Organizational Development resources and services.
- 12 or more paid holidays per year, with the ability to bank additional holiday time when holidays fall on scheduled days off.
- Vacation and Annual Leave accrual rates that increase over time, and paid time off for bereavement.
- \$50,000 employer paid life insurance.
- Subsidized TAP Medical Benefits available after 90 days of employment.

Take a look inside for more information!



The Beauty of Riverside County

- Located in the heart of sunny Southern California, the County of Riverside covers almost all of California's natural beauties. A trip to the beach, the mountains or even the desert is all within an hour's drive.
- Riverside is the tenth most populous county in U.S., fourth most populous in California, and one of the fastest growing counties in the nation.
- Over 2.4 million residents, with 28 incorporated cities within.
- The County stretches nearly 200 miles across, comprising over 7,200 square miles.
- Housing market continues to be among the most affordable in Southern California.
- Higher education facilities are abundant, short drive to the ocean, theme parks, and tourist attractions.

LEARN MORE

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Free and low-cost medical benefit options available

Ensure you and your family stay healthy without breaking the bank. Free and low-cost premium medical benefit options available for employees and employees+1, with many low-cost family plan options to choose from.

Learn more about the coverages provided:

- Free and low-cost premium medical benefit options for single employee and employee + 1 coverage
- Low-cost medical benefits for employee + family, with the option to choose a premium plan.
- A variety of affordable dental insurance plans, and vision insurance.
- At minimum, single employees receive \$823 per month, and employees + 1 and employees + family receive \$1511 per month towards the cost of benefits.
- Employees selecting single coverage or employees + 1 coverage can choose from several no-cost medical benefit plans, such as Anthem Select HMO, Blue Shield Access+ HMO, Blue Shield Trio HMO, Health Net Salud y Mas HMO, Health Net SmartCare HMO, Kaiser Permanente HMO, PERS Gold PPO, and UnitedHealthcare Harmony HMO.
- Family medical benefit plans starting at just \$65 per month.

Want additional information? View the [2023 County of Riverside Benefits Guide](#).

Competitive salaries and flexible work schedule

Annual Salary Increases

Negotiated 4% annual salary increases across all employee groups, until you reach the max base salary for your classification (does not apply to PRP classifications). Employees in Performance Recognition Plan (PRP) designated classifications are eligible to have their salary increased up to 6% annually based upon their performance, until max of salary range.

Flexible work schedules and telecommuting available

Our employees love their flexible schedules! Day, evening, and night shifts offered based on departmental operations.

The County offers a variety of work schedules, dependent upon department operations and needs – 5/40, 9/80, 4/10, 3/12 schedules.

Full and partial telecommuting is offered.



Learning & Organizational Development

Human Resources' Learning & Organizational Development (L&OD) serves all County departments and employees. L&OD provides learning and performance solutions to enhance public service outcomes that support a countywide vision and desire for the County of Riverside to be a service-focused, learning organization. Learn more at <https://corlearning.rc-hr.com/>

1

Leadership Development

Leadership Learning Journey training programs for all levels of leadership, a Leadership Resource Library, free online LeaderCamps, 1:1 Coaching, and other learning resources to help employees on their leadership journey.



2

Educational Support

College tuition discounts, career and educational counseling, career/personality assessments, tuition assistance, financial aid resources, student loan repayment programs, and much more to support employees' educational journeys.



3

RivCo Talent

The County's one-stop employee learning and performance platform, including a **FREE** online library of classes, how-to videos, books and audiobooks, professional certification courses and test prep, practice labs, live multi-day intensive programs, and so much more!



4

Professional Development

Programs and services to further employees' knowledge and experience needed to move to the next level on their career journey with the County. Pair with RivCo Talent and employees can take ownership of their own professional growth and development.



Plan for your Future Retirement

- The County contracts with CalPERS to offer retirement benefits for regular employees. The CalPERS Defined Benefit Plan provides pension payments determined by a set formula, payable for life!
- After 5 years of continuous County service in a paid, regular status, you become vested in CalPERS and eligible for pension payments upon retirement.
- As an eligible County employee, you earn service credit for each year or partial year you work for the County. The more service credits you accrue through years of service, the higher your lifetime pension payments will be.
- New employees are eligible for 2% at age 62 (Misc) or 2.7% at age 57 (Safety). [CLICK HERE](#) to learn more about retirement tiers or visit HR Retirement at <https://rc-hr.com/retirement-benefits>



Retirement Formula Example: 2% at age 62

2% pay x 30 years of service
= 60% of your highest rate of pay* for the rest of your life!

*Up to annual compensation limits

457 Deferred Compensation & 401(a) Money Purchase Plans available

The 401(a) Money Purchase Program was developed by the County to supplement employees' retirement plans. This program is funded by the County at no cost to the employee, but employees must enroll and select investment elections to participate. The County contributes \$50 per pay period into a 401(a) Money Purchase plan for eligible employees represented by RSA, RSC, LEMU, RCDDAA, Management, Confidential, and Unrepresented bargaining units. Find out more [HERE](#).

The County of Riverside offers a voluntary Deferred Compensation Plan to assist employees in meeting their financial goals in retirement. Employees may choose to contribute to Deferred Compensation Plans through Nationwide Retirement Solutions and/or Corebridge. Find out more [HERE](#).

Save money with Flexible Spending Accounts (FSAs)

FSAs help you save money by setting aside pretax dollars to pay for qualifying expenses. The money you put into an FSA is deducted from your paycheck before taxes, so you end up paying taxes on a smaller portion of your income. This means more take-home pay for you! More info in our [Benefits Guide](#).

Take a break with 12 paid holidays & paid time off

Sick Leave Accrual

4 hours per bi-weekly pay period with no maximum accumulation.

Vacation Accrual

Years of Service	Yearly	Bi-weekly	Maximum Accumulation
0-3 years	80 hours	3.08 hours	480 hours
4-9 years	120 hours	4.62 hours	480 hours
10+ years	160 hours	6.12 hours	480 hours

Annual Leave Accrual

Years of Service	Yearly	Bi-weekly	Maximum Accumulation
0-3 years	232 hours	8.92 hours	1800 hours
4-9 years	272 hours	10.46 hours	1800 hours
10+ years	312 hours	12.00 hours	1800 hours

Employees accruing Annual Leave may request to receive pay in lieu of Annual Leave up to 80 hours (160 hours upon approval of the agency/department head) per fiscal year.

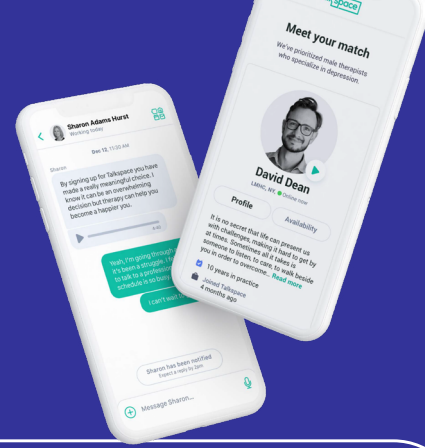
Holidays

Approximately twelve (12) holidays per year, which include: New Year's Day, Martin Luther King Jr. Day, Lincoln's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving, day after Thanksgiving, and Christmas Day. Additional holidays: December 24th and December 31st when they fall on a Monday and December 26th and January 2nd when they fall on a Friday.

Bereavement Leave

For qualifying family members, employees are allowed up to 5 days off; three of the five will be paid by the County and the last two will be paid from the employee's available sick or annual leave. The department head can approve an additional 5 days to be taken from either vacation, holiday, or comp leave.

We value whole person health



Anthem EAP & Talkspace

Anthem EAP – All employees and their household members have access to Anthem services such as 24/7 telephonic guidance, consultation, and support services; free, confidential visits with a licensed counselor; grief & loss resources; parenting tools & insight; assistance searching for high-quality child, elder, and pet care; legal services support; money, budgeting and identity theft protection, and more!

Talkspace – All employees and dependents age 13+ have access to exchange unlimited messages (text, voice, video) with a licensed therapist.

Want to know more?

Visit <https://rc-hr.com/benefits/employee-assistance-program>



Life Insurance and Disability Insurance

The County provides Basic Life Insurance up to \$50,000 at no cost to you!

As a new County employee, you can purchase up to \$250,000 additional life insurance for yourself, up to \$20,000 for your spouse/partner and up to \$20,000 for eligible children without providing Evidence of Insurability (EOI).

Short & Long-Term Disability benefits are provided based on employee unit.

What is TAP?

The County of Riverside has its own in-house temporary agency known as the Temporary Assignment Program (TAP) and Medical Assignment Program (MAP). TAP recruits and hires temporary employees for all County departments. MAP is a program within TAP that specializes in recruiting and hiring for our many Per Diem job classifications and medical-related temporary assignments for the Riverside University Health Systems.

Why apply as TAP?

TAP assignments are a great way to learn about working for the County while working in a temporary, at-will capacity. Depending on the needs of the department, the length of assignment varies but typically lasts for 6 months.

Over 60% of our TAP/MAP employees transition into regular employment!

TAP Benefits:

- 3 paid sick days annually
- 401(a) part-time and temporary employees retirement plan (More info [HERE](#))
- Subsidized TAP Medical Benefits available after 60 days of employment. (More info [HERE](#))
- Eligible to purchase medical benefits, Riverside County provides a subsidy to help with the cost of employee coverage
- Eligible to apply for County and Department-only recruitments
- Comparable and sometimes higher hourly rate of pay than permanent positions (Per Diem) TAP employees are paid at Step 1 of the salary range. Per Diem employees are typically comparable to the top of the salary range
- Holiday Premium Pay (Per Diem)
- Learn more about TAP/MAP [HERE](#).



Employee Discounts

County of Riverside partners with many local businesses to provide a discount to Employees throughout the county. When you become an employee, you will have access to these benefits.

- You can access the mobile application through Google Play, App Store, or via Web App (Desktop). In order to access Employee Discounts, please log on to the Employee App through visiting here: <http://get.theemployeeapp.com/riverside/>
- Use your Employee ID as your Unique ID
- Getting Started Guide: [HERE](#)
- Frequently Asked Questions: [CLICK HERE](#)
- Check out our latest flyer [HERE](#).
- If you wish to contact us regarding Employee Discount offers to Riverside County Employees, please contact Communications@rivco.org.

DOWNLOAD TODAY!



Discounts include



and much more!





**FOR THE LATEST JOB
OPPORTUNITIES, VISIT
[RC-HR.COM/COUNTYJOBOPENINGS](https://rc-hr.com/countyjobopenings)
OR SCAN QR CODE**

SCAN HERE



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