

EMPLOYEE BENEFITS

Compensation:

- ◆ **Market-Based Adjustments:** There is potential for significant market and merit based increases.
- ◆ **Variable Pay Bonus Plans:** CPS has individual and team based bonus programs that are awarded based on achievement of individual and organizational performance goals.

Benefits:

- ◆ **Social Security:** As a public employer, CPS does not participate in social security, so no contribution is required of employees. For additional information, please refer to, "Windfall Elimination Provision," and "Government Pension Offset Provision," located at www.socialsecurity.gov or by calling 1.800.772.1213 or TTY 1.800.325.0778.
- ◆ **Pension:** CPS has a defined contribution pension plan, which is rare and richer than most private sector 401k plans. Our retirement plan is portable, as all employee contributions can be rolled into another type of retirement plan (like an IRA) if you separate from CPS.
- ◆ **Retiree Health Care:** Group coverage is available at retirement AND CPS currently makes a contribution to the premium. Contribution is based on certain qualifying years of service with CPS prior to retirement.
- ◆ **Flexible Spending Accts:** CPS has plans available allowing each employee to set aside pre-tax funds to cover child care, elder care, and un-reimbursed medical expenses.
- ◆ **Health and Welfare Benefits:** CPS also offers HMO and PPO health plans, dental coverage, vision coverage, life and disability insurance and an Employee Assistance Program and makes generous contributions towards the premiums on behalf of employees and their dependents, with an approximate 85% contribution rate overall.

Work/Life:

- ◆ **Flexible Schedules and Telework:** CPS offers lots of flexibility in its schedules, start times, hours of work and the availability of working from home for certain types of jobs. While being sensitive to client and business needs, employees just need to discuss the options with their supervisor. Exempt employees have flexibility to work whatever daily hours equal 80 over a two week period; a great way to manage your own schedule.
- ◆ **Paid Holiday Closure:** Each year CPS closes between December 24th and January 1st, allowing our employees time to enjoy the holidays with their family and friends. This closure consists of 4 paid holidays and employees are required to use 3 days of PTO.
- ◆ **Billable Hours** expectations for our consultants are generally lower than many private sector consulting firms, as we try to strike a balance between work demands, making money and home life of our employees.
- ◆ **PTO:** Instead of providing separate vacation time and sick leave, we combine leave into a 'personal time off' bank, providing employees with maximum flexibility to manage their time off. We provide 13 PTO days annually to start, plus 9 holiday days off.
- ◆ **Work-Life Balance:** CPS values and guiding principles emphasize attaining balance in work life, home life and health. Employee run 'live well work well' programs include fitness activities, massages, flu shots, social activities and other health related programs chosen by employee groups.
- ◆ **Free Parking (Sac):** If your job is located in Sacramento free parking is available.
- ◆ **Transit passes (DC):** If your job is in the Washington DC office, CPS offers transit pass subsidies for those who ride public transit to/from work.
- ◆ **Community Involvement:** CPS and its employees are involved in community programs, activities and fund raising efforts as we believe in being active, contributing members of our community. CPS provides monetary grants to community service organizations and encourages individual employees to volunteer their time.
- ◆ **Public Service Mission:** As a self-supporting public agency, our public service mission to improve HR management in the public sector drives our organizational behavior. We must support our mission by being entrepreneurial, but unlike other private sector consulting organizations we can do so without the requirement to maximize shareholder wealth.

Employee Development and Training:

- ◆ **Tuition Reimbursement:** CPS provides up to \$2500 annually in reimbursement for employees who are attending college courses related to their job or to obtain a degree.
- ◆ **Workshops/conferences:** We also support conference attendance for networking and professional development and pays costs associated with such attendance.
- ◆ **Training and Development Program:** CPS has an enterprise wide training program available to all employees provided on-site at the Sacramento headquarters and/or other locations.