



## DISTRICT BENEFITS PACKAGE

### Insurance Benefits

All new, full-time, regular employees of the District on probationary status will be provided with membership in an approved group health insurance plan at the earliest opportunity of inclusion. Dental and vision premiums are offered to all new employees. The District contributes \$2,000 per month toward the cost of medical and dental benefits and pays for a family vision plan.

*Plans offered include: Cal PERS Health Insurance, Delta Dental PPO, VSP Vision.*

### Retirement System

The District, in compliance with the California Public Employees' Pension Reform Act of 2012 (PEPRA), implemented a third tier for classified "new members" hired on or after January 1, 2013.

- Tier 1 – PERS 3% @ 60 plan for defined classic members.
- Tier 2 – PERS 2% @ 60 for applicants currently employed by a PERS agency, or defined classic members.
- Tier 3 – PERS 2% at 62 plan for applicants not employed by a PERS agency, or defined new members. New members pay 6.75% as a pre-tax contribution.

District employees contribute to Social Security paid for by the District.

### Life Insurance

All employees are offered a District-paid group term life insurance policy, not to exceed \$500,000. Voluntary supplemental insurance is available paid by the employee.

### Deferred Compensation

Program Employees have the option of participating (voluntarily) in a deferred compensation program offered by the District (Lincoln Financial). Maximum contributions are as defined by law.

### Vacation

Employees are given ten (10) days of vacation after one (1) full year of District service, fifteen days (15) after four (4) years and twenty (20) days after nine (9) years of service. An employee can earn a maximum of twenty-five (25) days after nineteen (19) years of service.

### Sick Leave

Employees are given thirteen (13) days per year with unrestricted accumulation. After ten (10) years of service, fifty percent (50%) of the leave balance is paid to the employee upon

termination. One hundred percent (100%) of the leave balance is paid to the employee upon retirement or death; not to exceed seventy-five (75) days' pay.

### **Holidays**

The District observes thirteen (13) holidays, plus one (1) floating holiday

### **Administrative Leave**

The District provides four (4) days of Administrative leave to qualifying exempt employees.

### **Flexible Spending Accounts**

The District offers a Flexible Spending Account (FSA) Program which enables eligible employees to set aside a portion of their annual salary to pay qualified non-reimbursed medical expenses and qualified dependent care expenses incurred during the year before taxes are calculated. Employees' contribution may not exceed \$2,500 per plan year for Healthcare Spending Account (HSA) and \$5,000 per plan year for Dependent Care Spending Account.

### **Short-Term & Long-Term Disability Insurance**

The District pays one hundred percent (100%) of the LTD/STD premiums for employees during their employment.

### **Bereavement Leave**

An employee may take leave for up to three (3) work days if a death occurs in the immediate family.

### **Uniforms**

The District provides designated field personnel with uniforms (pants and shirts) for use during working hours. The District also furnishes safety work boots to field and/or designated employees on an annual basis, at a maximum of two (2) pairs per year.