



## EMPLOYEE BENEFITS SUMMARY

BENEFIT	DESCRIPTION
<b>Medical Insurance</b>	Full time employees are eligible for medical and hospital benefit coverage through the California Public Employees Retirement System ("CalPERS"). District pays up to 90% of the Kaiser Family rate for medical coverage. Coverage begins on the first of the month following receipt of enrollment form.
<b>Dental Insurance</b>	Full time employees are eligible for dental insurance through Reliance Standard. The cost of dental insurance is paid 100% by the District. Coverage begins the first of the month following 60 days of service.
<b>Vision Insurance</b>	Full time employees are eligible for vision insurance through Vision Service Plan (VSP). The cost of vision insurance is paid 100% by the District. Coverage begins the first of the month following 60 days of service.
<b>Short /Long Term Disability Insurance</b>	Full Time employees are eligible for both short- and long-term disability insurance through Reliance Standard. The cost of Short Term and Long Term Disability insurance is paid 100% by the District. Coverage begins the first of the month following 60 days of service.
<b>Life Insurance</b>	Group Life Insurance is provided to full time eligible employees. Coverage is equal to 1 times your basic annual compensation. The cost of life insurance is paid 100% by the District. Coverage begins the first of the month after 60 days of service.
<b>Deferred Compensation</b>	Full time employees are eligible to participate in the District's 401(a) retirement plan with up to a 6.2% employer match (employee contribution required). The District also offers employees an optional Deferred Compensation 457 plan through MissionSquare. Participation is voluntary.
<b>Retirement</b>	Full time employees are eligible to participate in the CalPERS Retirement System. The retirement formula for Classic members (membership established before January 1, 2013) is 2.7% @ 55. Classic members contribute 1% of their salary to CalPERS. For PEPRAs members (new members to CalPERS) the retirement formula is 2% @ 62. PEPRAs members contribute 8% of their salary to CalPERS.
<b>Sick Leave</b>	Full time employees will accrue sick leave at a rate of no less than one (1) hour for every 30 hours worked until they have worked for the District for 90 days, and thereafter credited with 3.08 hours of paid sick leave per pay period.
<b>Vacation</b>	Full time employees are eligible to accrue paid vacation time beginning on their hire date. Annual vacation hours accrued is based on the length of service starting with 80 hours for the first three years, up to a maximum of 200 hours from the 20 <sup>th</sup> year and beyond.
<b>Holidays</b>	Employees are eligible for 8 hours of holiday pay on each paid holiday recognized by the District. The District currently recognizes 11 holidays per year.
<b>Floating Holidays</b>	Full time employees are eligible to accrue paid floating holiday time at an annual accrual rate of 24 hours per year. Employees are eligible to start accruing floating holiday pay after 90 days of employment and can accrue up to a maximum of 36 hours.
<b>Employee Assistance Program</b>	The District offers an Employee Assistance Program through Concern:EAP. The program is available to all full-time employees, their spouses and dependent children up to age 26.
<b>Flexible Spending Account</b>	Full time employees are eligible to participate in a Flexible Spending Account administered through WEX.