



BENEFIT CHART Fiscal
Year 2019 - 2020

Revised 1/29/20

BENEFITS	DISTRICT	EMPLOYEE
Retirement (CalPERS) 2% at 55 (Classic Member)		
Employer Paid Contribution	10.221	
Employer Unfunded Liability for 2019/20	18.368%	
Member Contribution	2.000%	5.00%
	30.589%	
Retirement (CalPERS) 2% at 62 (PEPRA)		
Employer Paid Contribution	6.985%	
Employer Unfunded Liability for 2019/2020	0.125%	
Member Contribution	0.00%	6.75%
	7.110%	
UNION DUES		
Representation by SEIU Local 521		
Dues are deducted bi-weekly from your paycheck		1.5% of gross base wages
MEDICAL		
Employees and their eligible dependents may enroll in a health plan offered by PERS. District Pays \$139.00 per month towards PERS medical plans.		
PERS Choice 2020 Monthly Premiums (Region 1)		
Employee only (no dependents)	\$	861.18
Employee + one eligible dependent	\$	1,722.36
Employee + two or more eligible dependents	\$	2,239.07
CAFETERIA ALLOWANCE		
Cafeteria Plan monthly Benefits		
Employee only (no dependents)	\$	886.00
Employee + one eligible dependent	\$	1,422.00
Employee + two or more eligible dependents	\$	1,563.00
VISION AND DENTAL		
Coverage for employees and eligible dependents are paid by the District.		
LIFE INSURANCE		
The District will provide \$20,000 in term life insurance for employees.		
LONG TERM DISABILITY (LTD)		
Long term disability will provide 66 2/3% of insured earnings and an elimination period of 90 days. The premium is paid 50% by the employer and 50% by the employee. The maximum monthly benefit is \$6000.		
SHORT TERM DISABILITY (STD)		
Short term disability will provide 60% of insured earnings and an elimination period of 14 days. The premium is paid 50% by the employer and 50% by the employee. The maximum weekly benefit is \$1500.		
HOLIDAYS		
The District has 11 paid holidays, plus 2 floating holidays.		
VACATION		
Employees in represented positions shall accrue 15 vacation days per year. Vacation accrual increases after 10 years of service.		
SICK LEAVE		
Employees in represented positions shall accrue 15 sick leave days per year.		
BEREAVEMENT		
Employees in this representation unit may be granted use of District paid bereavement leave limited to 40 hours per occurrence.		
EMPLOYEE ASSISTANCE PROGRAM		
The district provides an Employee Assistance Program through MHN or comparable plan.		
VOLUNTARY BENEFIT OPTIONS		
DEFERRED COMPENSATION		
457 Plan is available through payroll deduction. There is no matching contribution by the District.		
FLEXIBLE SPENDING ACCOUNTS		
The District will maintain a voluntary program for pre-tax contributions for reimbursement to employees of the employee expenses for qualifying medical and dependent care pursuant to IRS section 125, which allows employers to set aside money on a pre-tax basis to pay for qualifying medical and dependent care expenses. Contributions are deducted bi-monthly from payroll checks.		
SUPPLEMENTAL HEALTH / DISABILITY PLAN		
The District will maintain a voluntary Supplemental Health / Disability plan. There is no contribution by the District.		