## BENEFITS

### RETIREMENT (CALPERS) 2% AT 55 (CLASSIC MEMBER)
- Employer Paid Contribution: 10.88%
- Employer Unfunded Liability for 2021/22: 31.72%
- Member Contribution: 2.000% (5.00%)
- Total: 44.60%

### RETIREMENT (CALPERS) 2% AT 62 (PEPRA)
- Employer Paid Contribution: 7.59%
- Employer Unfunded Liability for 2021/2022: 0.44%
- Member Contribution: 0.00% (6.75%)
- Total: 8.03%

### UNION DUES
- Representation by SEIU Local 521
- Due 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 $143.00 per month towards PERS medical plans.
- PERS Choice 2021 Monthly Premiums (Region 1)
  - Employee only (no dependents): $935.84
  - Employee + one eligible dependent: $1,871.68
  - Employee + two or more eligible dependents: $2,433.18

### 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 $6,000.

### 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 $1,500.

### 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.