



**BENEFIT CHART** Fiscal  
Year 2020 -2021

Revised 7/17/20

BENEFITS	DISTRICT	EMPLOYEE
<b>Retirement (CalPERS) 2% at 55 (Classic Member)</b>		
Employer Paid Contribution	11.031%	
Employer Unfunded Liability for 2020/21	22.641%	
Member Contribution	<u>2.000%</u>	5.00%
	35.672%	
<b>Retirement (CalPERS) 2% at 62 (PEPRA)</b>		
Employer Paid Contribution	7.732%	
Employer Unfunded Liability for 2020/2021	0.472%	
Member Contribution	<u>0.00%</u>	6.75%
	7.110%	
<b>UNION DUES</b>		
Representation by SEIU Local 521		
Dues are deducted bi-weekly from your paycheck		<b>1.5% of gross base wages</b>
<b>MEDICAL</b>		
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
<b>CAFETERIA ALLOWANCE</b>		
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
<b>VISION AND DENTAL</b>		
Coverage for employees and eligible dependents are paid by the District.		
<b>LIFE INSURANCE</b>		
The District will provide \$20,000 in term life insurance for employees.		
<b>LONG TERM DISABILITY (LTD)</b>		
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.		
<b>SHORT TERM DISABILITY (STD)</b>		
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.		
<b>HOLIDAYS</b>		
The District has 11 paid holidays, plus 2 floating holidays.		
<b>VACATION</b>		
Employees in represented positions shall accrue 15 vacation days per year. Vacation accrual increases after 10 years of service.		
<b>SICK LEAVE</b>		
Employees in represented positions shall accrue 15 sick leave days per year.		
<b>BEREAVEMENT</b>		
Employees in this representation unit may be granted use of District paid bereavement leave limited to 40 hours per occurrence.		
<b>EMPLOYEE ASSISTANCE PROGRAM</b>		
The district provides an Employee Assistance Program through MHN or comparable plan.		
<b>VOLUNTARY BENEFIT OPTIONS</b>		
<b>DEFERRED COMPENSATION</b>		
457 Plan is available through payroll deduction. There is no matching contribution by the District.		
<b>FLEXIBLE SPENDING ACCOUNTS</b>		
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.		
<b>SUPPLEMENTAL HEALTH / DISABILITY PLAN</b>		
The District will maintain a voluntary Supplemental Health / Disability plan. There is no contribution by the District.		