

2021 Annual Benefits Summary

CalPERS 2.7 % @ 55 Retirement (Classic Members – member before 1/1/2013)

- 1 Year Final Average Compensation Period
- Full formula (Not reduced by District's participation in Social Security)
- Sick Leave Credit
- 5% Cost of Living Adjustment
- EPMC (Classic Members) – No EPMC, employees pay 100% of their member contribution (8% of salary towards pension, effective July 1, 2019)

CalPERS 2% @ 62 Retirement (PEPRA)

A new CalPERS member includes: (1) A new hire who is brought into CalPERS membership for the first time on or after January 1, 2013, and who has no prior membership in any other California public retirement system. (2) A new hire who is brought into CalPERS membership for the first time on or after January 1, 2013, and who is not eligible for reciprocity with another California public retirement system. (3) A member who established CalPERS membership prior to January 1, 2013, and who is hired by a different CalPERS employer after January 1, 2013, after a break in service of greater than six months.

- 3 Year Final Average Compensation Period
- Full formula (Not reduced by District's participation in Social Security)
- Sick Leave Credit
- 5% Cost of Living Adjustment
- Employees pay 100% of their member contribution (7.5% of salary towards pension, effective July 1, 2013)

District participates in Social Security

2021 CalPERS Health Care Coverage*

District currently pays the following:

\$798.00	One Party
\$1,519.00	Two Party
\$1,937.00	Family

Employee may choose from several health plans offered by CalPERS.

*Employees pay the difference in coverage cost, varies depending on Health Plan selected

Dental, Orthodontal, and Vision Allowance: **District contributes \$3,250/year***

*Includes: Employee plus dependents; employee can see specialists of choice

Life Insurance: \$50,000 - All Employees (District provided)

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Short-Term (STD) and Long-Term Disability (LTD) Insurance (District provided)

	Short Term	Long Term
Benefit	66.66% of first \$4,155 of weekly salary	66.66% of first \$18,000 of monthly salary
Waiting Period	0 days for accidental injury. 7 days for physical disease, pregnancy, or mental disorder	180 days
Maximum Benefit Period	180 days	1 to 3 years depending on age

Employee Assistance Program (EAP)

The Employee Assistance Program (EAP) is a resource designed to provide highly confidential and experienced help for employees and their dependents in dealing with issues that affect their lives and the quality of their job performance. The EAP is a confidential counseling and referral service that can help employees successfully deal with life's challenges. Employees, their dependents, and household members have 24/7 phone, on-line, live chat, email, and text access to clinician assistance. In-person, phone, or video for up to three counseling sessions per issue is included in the program.

Vacation

<u>Years of Service</u>	<u>Annual Accrual Rate</u>	<u>Maximum Accrual</u>
0 - 3 years	96 hours	192 hours
After 3 years	144 hours	288 hours
After 10 years	192 hours	384 hours
After 20 years	240 hours	480 hours

Holidays

11 Holidays plus Floating Holiday

*Floating Holidays equal to 4 days (36 hours) if working a 9/80 schedule or 5 days (40 hours) if working a conventional 5/40 schedule

Administrative Leave: 48 Hours Exempt Employees

Sick Leave: 96 hours per year

Safety Shoe Allowance: \$250/year

Flexible work schedule: District staff works 9/80's (Monday – Thursday, every other Friday off); 5/8's (Monday – Friday) available w/District Manager approval.

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CalPERS Retiree Health Care Benefit

The percentage of employer contribution payable for post-retirement health benefits for each retired employee shall be based on the employee's cumulative years of CalPERS service credit based upon Government Code Section 22893*; plus, administrative fees and Contingency Reserve Fund assessments. *The provisions of Government Code 22893 (formerly found in section 22825.5) provide for this calculation as follows:

Subject to certain exceptions, the percentage of employer contribution payable for postretirement health benefits for an employee of a contracting agency subject to this shall be as shown in the following table:

<u>Credited Years of Service</u>	<u>Percentage of Employer Contributions</u>
10	50
11	55
12	60
13	65
14	70
15	75
16	80
17	85
18	90
19	95
20 or more	100