

## **Professional and Supervisory Employees**

### **Additional Paid Leave**

Personal Leave: 3 days per fiscal year (2 hours for each month of service previous year). One day additional Personal Leave each year for birthday. Personal Leave must be used before the end of the fiscal year. Bereavement Leave: 5 days per occurrence, last 2 days charged against sick leave. Family Illness: 3 days per occurrence, charged against sick leave. Medical/Dental Appointments: charged against sick leave.

### **Administrative Leave**

48 hours per year of administrative leave. Administrative leave must be used before the end of the fiscal year.

### **Deferred Compensation**

Employee may defer up to the annual maximum IRS Section 457 contribution limit, \$18,500 for calendar year 2018. Employee may defer an additional amount if eligible for "over 50 catch-up", \$6,000.00 for calendar year 2018. No employer contribution except as stated under health plans.

### **Dental Insurance**

Delta Dental Plan: Employee and dependents coverage. Monthly premium of \$117.59 paid by the District. Maximum benefit is \$2,000 per calendar year; the plan pays 75% of covered diagnostic and treatment charges. Orthodontics: \$2,000 lifetime benefit; the plan pays 60% of covered orthodontic charges.

### **Holidays**

13.5 Paid holidays per year and other such holidays may be designated by the Board of Directors.

### **Life Insurance**

Basic Coverage: \$25,000. Premium paid by District. Supplemental Coverage: Optional coverage selected by employee up to \$500,000, based on salary, paid by employee through payroll deduction. District reimbursement of up to \$70 per month. Accidental Death/Personal Accident Insurance: Optional coverage selected by employee, paid by employee through payroll deduction.

### **Long-Term Disability**

Long-Term Disability Insurance: Optional coverage selected by employee for benefit amount up to 66 2/3% of bi-weekly regular base salary, paid by employee through payroll deduction. District reimbursement of up to \$20 per month.

### **Medical Insurance**

The monthly premiums for the District's medical plans are listed below. The maximum district contribution is the amount charged for family coverage under the lowest-cost plan available to the District. KAISER: Employee: \$700.73, Employee + Spouse: \$1,471.53, Employee + Children: \$1,261.31, Employee + Spouse + Children: \$2,032.12 (District contribution: \$2,032.12, Employee contribution: \$0). HEALTH NET: Employee: \$1,398.74, Employee + Family: \$2,961.52 (District contribution: \$2,132.12, Employee contribution: \$929.40 for family coverage). With proof of alternative health coverage, an employee may opt to waive District provided health coverage. The unused part of the District's contribution for the plan of employee's choice, will be contributed to the employee's deferred compensation plan for an amount up to \$1,350.00.

### **Miscellaneous Compensation**

Employees who are required to wear safety shoes in the performance of their duties are reimbursed \$200.00 every fiscal year for purchase or repair of safety shoes. An employee may carryover the unused portion of his/her annual reimbursement allotment, to a maximum of \$200.00 carryover per year, for a maximum reimbursement not to exceed \$400.00 in any one year. (Exceptions: Senior Civil Engineer and Associate Civil Engineer, \$200.00 allotment every 4 years.)

### **Retirement**

Eligible employees who are employed by the District on or before December 31, 2012, and eligible employees who are hired on or after January 1, 2013, and who are not considered to be a "new member" of PERS, as defined by PEPRRA, shall be in the 2.5% @ 55 Retirement Plan with a minimum retirement age of 50 years and final compensation calculated on the highest single year of pensionable compensation. Unused sick leave converted to service credit at retirement. Military service credit option. Employee PERS contribution of 8% is shared by the District and the employee; District pays 2%, employee pays 6%. District's employer contribution rate is 10.609% for normal cost, effective 7/1/2018.

Employees hired on or after January 1, 2013, and who are considered to be a "new member" of PERS, as defined in PEPRRA shall be in the 2% at age 62 Retirement Plan with a minimum retirement age of 52 years and final compensation calculated on the highest average of pensionable compensation earned during a period of 36 consecutive months. Employee PERS contribution of 6.25% is paid by the employee; District's employer contribution rate is 6.842% effective 7/1/2018.

### **Short-Term Disability**

Short-Term Disability Insurance: State Disability Plan. Cost is 1.0% of employee's salary, paid by District, on taxable earnings of \$114,967 for 2018. (Max. \$1,149.67 in 2018.)

### **Sick Leave**

12 days per year; maximum accumulation 1,000 hours. Sick Leave Payout Policy: Unused sick leave over 1,000 hours is paid off at 100% of equivalent cash value every July 1. Upon resignation in good standing, unused sick leave is paid out according to the following schedule: 1-5 years of employment: 20% of cash value. 6-10 years of employment: 25% of cash value. 11 or more years

of employment: 30% of cash value. Upon retirement, unused sick leave over 1,000 hours is paid out at 100% of equivalent cash value; the remainder is converted to retirement service credit. Unused sick leave under 100 hours is paid out similar to resignation procedures above.

### **Tuition Reimbursement**

\$1,000.00 per year per employee.

### **Vacation**

1st year: 10 days/yr. 2nd year: 12 days/yr. 5th year: 16 days/yr. 10th year: 18 days/yr. 15th year: 20 days/yr. 20th year: 22/days/yr. Maximum accumulation is 256 hours for employees with one to five years of services, and two years of vacation earnings (20-44 days) for employees with five or more years of services. Vacation is paid out in full upon termination. Option to cash out up to 40 hours per year.

### **Vision Insurance**

Vision Service Plan: Employee and dependents coverage. Monthly premium of \$26.90 paid by District. (Single coverage: \$12.51, with remainder to deferred compensation.) Covers 1 eye exam and 1 pair of lenses per year; 1 set of frames every 2 years. Some provision for contact lenses. Co-pay: \$25.00.

### **Workers' Compensation**

The District provides workers' compensation insurance through membership in the California Sanitation Risk Management Authority workers compensation pool.