

Benefits

- 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.
- District participates in Social Security
- 2020 CalPERS Health Care Coverage*
 District currently pays the following:
 One Party \$767.00
 Two Party \$1,461.00
 Family \$1,868.00

 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
- District provided Life Insurance
 District Manager - \$40,000
 Asst. District Manager - \$30,000
 Employees - \$25,000
- District provided Long Term Disability Insurance
- 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

Benefits continued...

- Holidays
11 Holidays plus floating holidays*
*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 for Exempt Employees
- Sick Leave – 96 hours per year
- Safety Shoe Allowance - \$200/year
- 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 completed years of credited service 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