

**Summary of Union Employee Benefits**

Health Insurance	<p>Includes Medical, Dental and Prescription coverage. Eligibility is the first of the month following date of hire. Premiums are fully paid by the District for the Employee and eligible dependents. Medical Insurance highlights include:</p> <ul style="list-style-type: none"> <li>• Deductible \$200 Member/\$600 Family</li> <li>• Generally 80% benefit coverage for medically necessary services by a Preferred Provider physician.</li> <li>• \$15 office visit Co-Pay</li> <li>• Dental Deductible - \$50 Individual/\$100 Family per calendar year.</li> <li>• Prescriptions: <ul style="list-style-type: none"> <li>+ Retail Pharmacy-Generic: \$5.00</li> <li>+ Retail Pharmacy-Brand Name: \$15.00</li> <li>+ Mail Service Generic 90 days: \$10.00</li> <li>+ Mail Service Brand Name 90 days: \$30.00</li> </ul> </li> </ul>																		
Vision Insurance	No deductible. Premiums fully paid by District for employee and eligible dependents																		
Long Term Disability	If disabled (off the job) pays 60% of base salary (up to \$3,000 per month), after a 360 day waiting period. Premiums paid in full by District.																		
Life Insurance	Death benefit of \$70,000; premiums paid in full by District																		
Retirement Plan	Members of CalPERS, 2.7% at 55 formula for employees hired before 1/1/13. 2% @ 62 Formula for new members after 1/1/13. Employee contributes 6.804% of base salary to the CalPERS account.																		
Post Retirement Medical Insurance	The District does not provide Post Retirement Medical Insurance Benefits.																		
Retirement Health Savings Plan	The District is implementing a RHSP effective 6/21/12. \$100 per employee per month will be contributed on the employee's behalf to this plan, and the account can be used to pay for health insurance premiums after retirement.																		
Holidays, Vacation & Sick Leave	<p><u>Holidays:</u> January 1, Lincoln's Birthday, 3<sup>rd</sup> Monday of February, Memorial Day, July 4, Labor Day, Veteran's Day, Thanksgiving Day, Friday following Thanksgiving, December 24, December 25, plus 3 hours floating holiday pay.</p> <table border="1" data-bbox="488 1528 1317 1749"> <thead> <tr> <th>Vacation:</th> <th>Years of Service</th> <th>Vacation Accrual</th> </tr> </thead> <tbody> <tr> <td></td> <td>0-3 Years</td> <td>80 hours</td> </tr> <tr> <td></td> <td>3-10 years</td> <td>120 hours</td> </tr> <tr> <td></td> <td>10-20 years</td> <td>160 hours</td> </tr> <tr> <td></td> <td>20-25 years</td> <td>168 hours</td> </tr> <tr> <td></td> <td>25+ years</td> <td>176 hours</td> </tr> </tbody> </table> <p><u>Sick Leave</u> Accrue 8 hours per month</p>	Vacation:	Years of Service	Vacation Accrual		0-3 Years	80 hours		3-10 years	120 hours		10-20 years	160 hours		20-25 years	168 hours		25+ years	176 hours
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