

**Summary of Management Employee Benefits**

<b>Health Insurance</b>	<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>																		
<b>Vision Insurance</b>	No deductible. Premiums fully paid by District for employee and eligible dependents																		
<b>Short Term Disability</b>	If disabled (off the job) pays 20% to a maximum benefit of \$1,000 (to supplement SDI payments) for a maximum of 22 weeks.																		
<b>Long Term Disability</b>	If disabled (off the job) pays 60% of base salary (up to \$10,500 per month), after a 180 day waiting period. Premiums paid in full by District.																		
<b>Life Insurance</b>	Death benefit of one times annual salary; premiums paid in full by District																		
<b>Retirement Plan</b>	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.																		
<b>Post Retirement Medical Insurance</b>	The District does <u>not</u> provide Post Retirement Medical Insurance Benefits.																		
<b>Retirement Health Savings Plan</b>	The District is implementing a RHSP effective 6/21/12. 1.5% of Base Salary 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.																		
<b>Holidays, Vacation &amp; Sick Leave</b>	<p><u>Holidays:</u> January 1, February 12, 3<sup>rd</sup> Monday of February, Last Monday of May, July 4, First Monday of September, Thanksgiving Day, Friday following Thanksgiving, December 25, plus 2 days and 3 hours floating holiday pay.</p> <table border="0" style="width: 100%;"> <tr> <td style="width: 30%;"><u>Vacation:</u></td> <td style="width: 40%;"><u>Years of Service</u></td> <td style="width: 30%;"><u>Vacation Accrual</u></td> </tr> <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> </table> <p><u>Sick Leave</u> Accrue 8 hours per month</p>	<u>Vacation:</u>	<u>Years of Service</u>	<u>Vacation Accrual</u>		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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