

Summary of Union Employee Benefits

Health Insurance	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.																		
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 365-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% @ 55 formula for employees hired prior to 1/1/2013. 2% @ 62 formula for new members hired after 1/1/2013. CLASSIC members contribute 8.00% and PEPRA members contribute 6.75% of base salary to the CalPERS account.																		
Retirement Health Savings Plan	\$119.26 per employee per month will be contributed to the plan by the District on the employee's behalf. The amount contributed will increase the 1 st of year equal to percentage increase of the health insurance premiums. The account can be used to pay for health insurance premiums and eligible medical expenses after retirement.																		
Holidays, Vacation & Sick Leave	<p><u>Holidays:</u> January 1, Martin Luther King Day, 3rd Monday of February, Memorial Day, July 4, Labor Day, Veteran's Day, Thanksgiving Day, Friday following Thanksgiving, December 24, December 25, plus 8 hours floating holiday pay.</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><u>Vacation:</u></th> <th style="text-align: left;"><u>Years of Service</u></th> <th style="text-align: left;"><u>Vacation Accrual</u></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>	<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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Pay Days	Pay periods are based on a biweekly period. Pay days are the Tuesday following the end of the pay period.																		