

**Summary of Union Employee Benefits**

<p>Health Insurance Anthem Blue Cross</p>	<p>Plan options include Medical 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.</p> <ul style="list-style-type: none"> <li>• <b>Classic PPO Plan:</b> \$15 copays and 20% coinsurance after you meet the deductible. Deductible- \$200 person/\$600 family Out of Pocket Maximum-\$2,000person/ \$4,000 family</li> <li>• <b>Consumer Driven Health Plan (CDHP) Health Savings Account (HSA) eligible plan.</b> Includes a district HSA contribution. 20% coinsurance after you meet the deductible. Deductible-\$1,600 person/\$3,200 family Out of Pocket Maximum-\$2,500 person/\$4,000 family</li> </ul> <p>Health Savings Account Employer Contribution:</p> <ul style="list-style-type: none"> <li>• Single HSA- \$1300 employer contribution</li> <li>• EE+1 HSA-\$2,600 employer contribution</li> <li>• Family HSA-\$2400 employer contribution</li> </ul>																		
<p>Dental Insurance Ameritas</p>	<p>Dental Maximum-\$3,000 maximum per person per calendar year. Dental Deductible-\$50 per calendar year for service type 2 &amp; 3, Waived for type service type 1</p>																		
<p>Vision Insurance VSP</p>	<p>No deductible. Premiums fully paid by District for employee and eligible dependents</p>																		
<p>Long Term Disability</p>	<p>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.</p>																		
<p>Life Insurance</p>	<p>Death benefit of \$70,000; premiums paid in full by District</p>																		
<p>Retirement Plan</p>	<p>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 PEPRAs members contribute 7.75% of base salary to the CalPERS account.</p>																		
<p>Retirement Health Savings Plan</p>	<p>\$133.57 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<sup>st</sup> 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.</p>																		
<p>Holidays, Vacation &amp; Sick Leave</p>	<p><u>Holidays:</u> 12 holidays observed and listed in the MOU</p> <table border="1" 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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<p>Pay Days</p>	<p>Pay periods are based on a biweekly period. Pay days are the Tuesday following the end of the pay period.</p>																		