



BENEFITS

HEALTH INSURANCE

Health insurance coverage is effective the first day of the month following a month of employment

Health insurance is offered to employees and their dependents through Anthem Blue Cross PPO. Benefits include medical, dental, vision, and life insurance.

The District pays the full monthly premium as follows:

Employee Only = \$904.70
Employee + 1 = \$1,809.40
Employee & Family = \$2,397.46

RETIREMENT PROGRAMS: - California Public Employees' Retirement System (CalPERS)

An employee who becomes a "new" member of CalPERS for the first time on or after January 1, 2013 is enrolled in CalPERS PEPRA in the 2% @ 62 benefit formula. Employees pay the full employee contribution of 7.75%, which is deducted from the employee's pay on a pre-tax basis.

Employees hired after July 28, 2009 and is considered to be a "CLASSIC" CalPERS member, is enrolled in the CalPERS 2% @ 60 benefit formula. Employees pay the 7% contribution, which is deducted from the employee's pay on a pre-tax basis.

FEDERAL TAXES CONTRIBUTIONS

The District and the employee each contribute to those deductions required by law for Federal and State Income Taxes, and pays into Social Security (FICA).

PAID VACATION

Eligible employees begin accruing vacation benefits at the rate of 80 hours per year the first 5 years of employment. Employee accrue 120 hours per year after 5 years of employment.

PAID HOLIDAYS

The District offers 12 scheduled paid holidays plus one floating holiday.

SICK LEAVE

Eligible employees accrue 87 hours of sick leave annually.