

EMPLOYEE BENEFITS PACKAGE	
VACATION LEAVE	
Varies depending on years of service	10 to 25 days per year
SICK LEAVE	
Employees on an 8-hour work day	8 hours per month
Employees on a 7.5-hour work day	7.5 hours per month
BEREAVEMENT LEAVE	
For death of specified family members	Up to 4 days; 8 days max per calendar year
HOLIDAYS	
Regular / Floating	10 / 3.5 days
BILINGUAL PAY	
Employees certified to perform bilingual services	\$50 per month
PENSION	
CalPERS	
2% @ 55 Plan or	Existing Members pay 7%
2% @ 62 for non-PERS members after 12/31/12	New Member rate after 12/31/12 is 50% of normal cost, currently 7.25%
HEALTH INSURANCE	
CalPERS	
Coverage varies with Plan chosen by Employee	2020 - Employer pays up to 100% of the Kaiser Employee+2 rate (\$139 PEMHCA contribution plus additional contribution to Cafeteria plan)
DENTAL AND VISION CONTRIBUTION: AHA contributes up to the premium for Employee+2 dental coverage; contribution may be used towards dental and/or vision insurance; any additional premium cost is borne by the employee	
DENTAL INSURANCE	
MetLife Dental	
Deductibles: Individual / Family	\$50 / \$150
Annual Maximum	\$2,500
Co-insurance: Preventive / Basic / Major	100% / 80% / 50%
Orthodontia	Child and Adult
Co-insurance	50%
Lifetime maximum	\$2,500
VISION INSURANCE	
VSP Vision Care	
Eye exam	Every 12 months, \$10 copay
Prescription eyeglasses	\$25 copay, lenses every 12 months, \$130 allowance for frames
Contact lenses (instead of glasses)	\$130 allowance every 12 months, up to \$60 copay
LIFE / ACCIDENTAL DEATH & DISMEMBERMENT	
Lincoln Financial	
Life Insurance Coverage	1.5 X Annual Salary, \$100,000 max.
LONG-TERM DISABILITY COVERAGE	
Lincoln Financial	
Benefit Level / Monthly Benefit	66.67% / \$7,000 max.
EMPLOYEE ASSISTANCE PROGRAM	
Lincoln Financial	
Face to face meetings / phone or web access	3 / Unlimited
SHORT-TERM DISABILITY INSURANCE	
State of California	
Premium is deducted from employee's wages	Approximately 60% of earnings for up to 52 weeks
EDUCATIONAL REIMBURSEMENT PLAN	
Reimbursement of expenses for pre-approved course	\$750 maximum annually (if budget permits)
BOOT / SHOE ALLOWANCE	
Employees required to wear safety shoes / boots	\$220 max. reimbursement
Employees have the option to participate in other benefits at their own cost, including Flexible Spending Accounts, ICMA-RC 457 (Deferred Compensation) and Roth IRA Plans, VSP Vision Care, Lincoln Financial Voluntary Life and AD&D insurance, etc. The Housing Authority makes these plans available but does not contribute to the cost (with the exception of VSP if contribution \$ available).	