

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
FUNERAL LEAVE	
For death of specified family members	Up to 4 days
HOLIDAYS	
Regular / Floating	10 / 3.5 days
BILINGUAL PAY	
Employees certified to perform bilingual services	\$50 per month
PENSION	
2% @ 55 Plan or 2% @ 62 for non-PERS members after 12/31/12	CalPERS Existing Members pays 7% New Members after 12/31/12 is 50% of normal cost
HEALTH INSURANCE	
Coverage varies with Plan chosen by Employee	CalPERS 2016 - Employer pays 100% of Kaiser Rate
DENTAL INSURANCE	
Deductibles: Individual / Family	MetLife Dental \$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
LIFE / ACCIDENTAL DEATH & DISMEMBERMENT	
Life Insurance Coverage	Lincoln Financial 150 X Annual Salary, \$100,000 max.
LONG-TERM DISABILITY COVERAGE	
Benefit Level / Monthly Benefit	Lincoln Financial 66.67% / \$7,000 max.
EMPLOYEE ASSISTANCE PROGRAM	
Face to face meetings / phone or web access	Lincoln Financial 3 / Unlimited
SHORT-TERM DISABILITY INSURANCE	
Premium is deducted from employee's wages	State of California 55% 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	\$205 max. reimbursement
Employees have the option to participate in other benefits at their own cost, including Flexible Spending Accounts, ICMA-RC 457 (Deferred Compensation) 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.	

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