



Employee Benefits Summary

RETIREMENT:

The District provides employees retirement benefits through the **California Public Employees' Retirement System (CALPERS)**. Participation in CALPERS is mandatory upon hire date for all full time employment. Contribution rates vary depending on your date of hire.

- ✓ PERS 2% at age 55 formula hired prior to January 1, 2013, Classic Member
 - Retirement is on highest one year of CalPERS employment
- ✓ PERS 2% at age 62 formula hired after January 1, 2013, New PEPRM Member.
 - Retirement is on highest three years of CalPERS employment

The District does not participate in Social Security but 1.45% required Medicare contribution is made by both the employee and The District.

Visit: <https://www.calpers.ca.gov> for more information.

HEALTH & WELFARE:

Medical:

The District provides employees and eligible dependents with Health benefits through the **California Public Employees' Retirement System (CALPERS)**. Employer contributions vary for represented and unrepresented employees.

- ✓ Represented Bargaining Unit: The District's contribution for represented employees and eligible family members shall be the amount necessary to pay 80% of his/her enrollment, up to a maximum of Kaiser (CA), Sacramento region basic/supplemental.
- ✓ Unrepresented: The District's contribution for unrepresented employees and eligible family members shall be the amount necessary to pay his/her enrollment based on Kaiser (CA), Sacramento region basic/supplemental.
- ✓ The District offers a Cafeteria Plan, whereby the employee has the option of opting out of the District provided medical expense for cash. (with proof of outside District medical coverage)

Post-employment health benefits for employees hired after January 1, 2016 will follow CALPERS vesting schedule.

Visit: <https://www.calpers.ca.gov> for more information.

Dental:

The District provides employees and eligible dependents with Dental/Life/Long Term Disability insurance through **Guardian Anytime**. Employer contributions vary for represented and unrepresented employees.

- ✓ Represented Bargaining Unit: The District's contribution for represented employees and eligible family members shall be 80% of his/her enrollment.
- ✓ Unrepresented: The District's contribution for unrepresented employees and eligible family members shall be the amount necessary to pay his/her enrollment.

Visit: <https://www.guardiananytime.com/qafd/wps/portal/fdhome> for more information.

Vision:

The District provides employees and eligible dependents with vision coverage through **Vision Service Plan**. Employer contributions vary for represented and unrepresented employees.

- ✓ Represented Bargaining Unit: The District's contribution for represented employees and eligible family members shall be 80% of his/her enrollment.
- ✓ Unrepresented: The District's contribution for unrepresented employees and eligible family members shall be the amount necessary to pay his/her enrollment.

Visit: <https://www.vsp.com/> for more information.

**Employee Assistance:
Program**

The District provides employees and eligible dependents with Employee Assistance counseling through **Sutter EAP**.

- ✓ The District's contribution for all employees and eligible family members shall be the amount necessary to pay his/her enrollment.

VOLUNTARY BENEFITS:

The District provides many self-funded benefits to all employees and eligible dependents.

- ✓ Deferred Compensation Plan 457 with Nationwide
- ✓ American Family Life Assurance Company (AFLAC), supplemental insurance benefit.
- ✓ Legal Shield, Legal protection and future planning.
- ✓ Beneflex, Flexible Spending accounts for Medical and Dependent Care savings.
- ✓ CALPERS Long Term Care, planning for the future but paying for it now.

LEAVE BENEFITS:

The District provides many types of leave. In addition to the types listed below, the District also provides Bereavement Leave, Jury Duty, Disability Leave, and Military Leave.

Vacation Accrual:

Years of Continuous Service	Max Hours of Accrual/Year
Year 1 through 4	80
Year 5 through 10	120
Year 11	128
Year 12	136
Year 13	144
Year 14	152
Year 15	160
Year 16	168
Year 17	176
Year 18	184
Year 19	192
Year 20	200

Vacation Buy-Back:

Vacation Buy-Back is an annual event. With certain limitations and eligibility requirements, this is where vacation may be converted to compensation pay out.

Holidays:

12 days, this includes four personal holidays per year, no carry over.

Sick Accrual:

12 days, (.04615 per hour paid) unlimited carry over.

Admin Leave:

5 days, this is for exempt employees to compensate for excess hours worked over the normal work week, no carry over.

EDUCATION:

Tuition Reimbursement: The District will reimburse a full-time employee up to \$1,500 per fiscal year for eligible expenses.