

Employee Benefits Summary

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United Pet Care

2023 - 2024

San Gabriel Valley
Mosquito & Vector Control District



Summary of Benefits

(Regular full-time and limited-term employees)

RETIREMENT MEMBERSHIP: The District participates in the California Public Employees' Retirement System (CalPERS). The District does not contribute to Social Security.

- **Classic CalPERS Members:** 2% @ 55 formula – Final compensation based on the single highest year. Employee pays PERS contribution of 7%.
- **PEPRA CalPERS Members:** 2% @ at 62 formula – Final compensation based on the highest annual average during last consecutive 36-month period. Employee pays PERS contribution of 7.75%.
(PEPRA is defined as a new employee who is not a CalPERS member or has been out of CalPERS for six (6) months or more and is hired after July 1, 2013.)

HEALTH, DENTAL & VISION PLANS Cafeteria Plan: \$1250 per month benefit allowance to be used for employee and eligible dependents plans.

- Employees who wish to waive medical must provide proof of insurance with another carrier.
- Unused balance (up to \$750) can be taken as a taxable cash disbursement.
- Eligible dependents may remain on the plan until age 26. If dependent is qualified as disabled, CalPERS Health Benefits Division may approve dependent to continue plan after the age of 26.

CalPERS Medical Plans:

Anthem HMO Select	Health Net Smart Care
Anthem HMO Traditional	Kaiser of California
Blue Shield Access +	PERS Gold
Blue Shield Trio	PERS Platinum
Health Net Salud y Mas	United Health Care

Dental Plan: Principal (REQUIRED)

Vision Plan: EyeMed

EMPLOYEE ASSISTANCE PROGRAM (EAP): The District offer two confidential counseling programs: ComPsych and Halcyon. Employer pays 100% of the monthly premium.

LIFE & ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE - Lincoln Financial Group: The district provides one-time basic annual earnings, not to exceed \$150,000.

- Voluntary Life Insurance option is available to employees to purchase for self, spouse/domestic partner and dependent(s).

SHORT-TERM DISABILITY (STD): The District contracts with Lincoln Financial Group. There is an 8-day elimination period. You will be paid 60% of monthly salary up to \$1,385 per week. Maximum duration of benefit is 12 weeks.

LONG TERM DISABILITY (LTD): The District contracts with Lincoln Financial Group. The District does not pay into State Disability. There is a 90-day elimination period for this insurance. If your claim is accepted, you will then be paid 60% of monthly salary up to \$6,000 per month.

WORK-LIFE BALANCE: The District offers a 4/10 Alternative Work Schedule (10 hour work days, Monday through Thursday with Fridays off).

HOLIDAYS – Eleven (11) holidays designated:

New Year's Day (January 1)	Veteran's Day (November 11)
President's Day (3 rd Monday of February)	Thanksgiving Day (4 th Thursday of November)
Memorial Day (last Monday of May)	Christmas Eve (December 24)
Juneteenth (June 19)	Christmas Day (December 25)
Independence Day (July 4)	New Year's Day (December 31)
Labor Day (1 st Monday of September)	

FLOATING HOLIDAYS: 16 hours of floating holidays per calendar year. Unused hours will be lost at the end of the calendar year.

BEREAVEMENT LEAVE: Employees may take up to 5 paid days off per incident in the event of the death of an immediate family member.

JURY LEAVE: Compensated at the regular rate of pay. Not to exceed two (2) workweeks.

SICK LEAVE: Employees accrue 2.77 hours per pay period for the first three years of employment and may begin taking sick leave after thirty (30) days of employment. Employees will accrue 3.7 hours per pay period at year four of employment.

SICK CASH OUT PROGRAM: At the end of every year, eligible employees may elect to cash out up to a maximum of forty (40) hours of accrued sick leave at fifty percent (50%) of current rate of pay, at the end of the following year. Must maintain one hundred twenty (120) hours of sick leave to be eligible. *See leave provision policy for more information.*

VACATION LEAVE: Employees accrue based on regularly scheduled paid hours worked.

Years of Service	Hours accrued per pay period
0 - 4	3.7
5 - 8	4.62
8 - 13	5.54
13 - 19	6
20 +	7.38

VACATION CASH OUT PROGRAM: At the end of every year, employees may elect to cash out, in increments of ten (10) hours, up to a maximum of sixty (60) vacation leave hours at their current rate of pay, at the end of the following year. *See Vacation policy for more information.*

ADDITIONAL BENEFITS:

BILINGUAL PAY: Employees may be eligible to receive \$50 per month (paid on last pay period of the month).

457 DEFERRED COMPENSATION & ROTH 457 (b): Nationwide: Deferred compensation plan is a tax-deferred savings to serve as a retirement supplement. Employees may voluntarily contribute up to the maximum annual amount allowed by federal and state law through a payroll deduction.

FLEXIBLE SPENDING ACCOUNT: American Fidelity (Section 125 Plan): Optional benefit available for employees. Allows employees to pay for childcare, adoption, and unreimbursed medical and insurance premium expenses with pre-tax dollars.

TUITION ASSISTANCE PROGRAM: Employees are allowed up to \$2,000 (per fiscal year) for cost of tuition, registration fees, laboratory fees, and books from an accredited institution.

SCHOLARSHARE 529 PLAN: A 529 plan is an account that allows you to invest specifically for future education expenses. Similar to IRAs and 401(k)/403(b) plans designed to help save for retirement, 529 plans are aimed at helping families save for college. The accounts are administered at the state level and are managed by a financial services company that handles all the paperwork and oversees the investments.

UNITED PET CARE PROGRAM: This is a membership savings program that offers savings of 20-50% off office visits, procedures and medications for your fur babies.