

Employee Benefits Summary

CalPERS Retirement
CalPERS Medical Insurance – Cafeteria Plan
Dental and Vision
Employee Assistance Program
Life Insurance and AD&D
STD and LTD
9/80 Alternative Work Schedule
Leaves
Bilingual Pay
457 Deferred Compensation
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Tuition Reimbursement

2019 - 2020

San Gabriel Valley
Mosquito & Vector Control District



Summary of Benefits

(Regular Full-time and limited-term employees)

RETIREMENT MEMBERSHIP: District participates in the California Public Employees' Retirement System (PERS). We do not contribute to Social Security.

- **Classic CalPERS Members:** 2% @ 55 formula. Employee pays PERS contribution of 7%.
- **Non-Classic CalPERS (PEPRA) Members:** 2% @ at 62 formula. Employee pays PERS contribution of 6.75% . 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: Benefit allowance of \$800 per month to be used for employee and eligible dependents. Employees who wishes to waive medical and vision coverage, must provide proof of insurance with another carrier. Unused balance 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	Kaiser of California
Anthem HMO Traditional	PERS Care
Blue Shield Access +	PERS Choice
Blue Shield Trio	PERS Select
Health Net Salud y Mas	United Health Care
Health Net Smart Care	

Dental Plan: Principal

Vision Plan: EyeMed

EMPLOYEE ASSISTANCE PROGRAM (EAP) – MHN: Employer pays 100% of the monthly premium. Employees are allowed five (5) free and confidential sessions with a network provider. Plan offers travel assistance and estate guidance.

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 \$1385 per week. Maximum duration of benefit 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: 9/80 Alternative work schedule

HOLIDAYS – Eleven (11) holidays designated:

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

Eligible employees receive eight (8) hours of pay computed at the employee's basic hourly rate.

FLOATING HOLIDAYS: 2 days (16 hours) of floating holidays per calendar year. Unused hours will be lost at the end of the calendar year. Eligible after six (6) months of employment.

BEREAVEMENT LEAVE: Employees may take up to three (3) 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. After four years of employment, employee will earn at year four of employment, employees will accrue 3.7 hours per pay period.

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

ADDITIONAL BENEFITS:

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

457 DEFERRED COMPENSATION: 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 \$2000 (per fiscal year) for cost of tuition, registration fees, laboratory fees, and books from an accredited institution.