



## EMPLOYEE BENEFITS SUMMARY

BENEFIT	DISCRIPTION
<b>Medical Insurance</b>	Full-time employees are eligible for medical and hospital benefits through the Special District Risk Management Authority (SDRMA). The District covers 90% of the Kaiser or Anthem annual premium for medical coverage. Kaiser coverage does not have deductible contributions. The Anthem Coverage has a \$2,000 Individual / \$4,000 Family deductible. The Employee is responsible for the first \$1,000 individual / \$2,000 family, the District covers the balance of the deducible and co-insurance. Coverage starts on the first day of the month after the enrollment form is received.
<b>Dental Insurance</b>	Full-time employees are eligible for dental insurance through Delta Dental. The District covers 100% of the premium for employee-only coverage and 90% of the premium for dependent coverage. Coverage starts on the first day of the month after the enrollment form is received.
<b>Vision Insurance</b>	Full-time employees are eligible for vision insurance through Vision Service Plan (VSP). The District covers 100% of the premium for employee-only coverage and 90% of the premium for dependent coverage. Coverage starts on the first day of the month after the enrollment form is received.
<b>Life Insurance</b>	Full-time eligible employees are provided with Group Life Insurance. The District pays 100% of the premium. The life insurance benefit is \$50,000. The employee may increase the policy limit at the employee's expense. Coverage starts on the first day of the month after the enrollment form is received.
<b>Retirement</b>	Full-time employees are eligible to participate in the Contra Costa County Retirement System (CCCERA). For Classic members (those with membership established before January 1, 2013), the retirement formula is 1.67% at age 55, with employee contributions ranging from 7.7% to 12.3%. For PEPRA members (new members to CCCERA), the retirement formula is 2% at age 62, with an employee contribution rate of 14.69%.
<b>Sick Leave</b>	Full-time employees accrue sick leave at a rate of one full day for each full month of service with no cap.
<b>Vacation</b>	Full-time employees are eligible to accrue paid vacation time starting from their hire date. The annual vacation hours accrued are based on the length of service, beginning with 88 hours for the first four years and increasing to a maximum of 208 hours from the 20th year onward. Vacation is capped at 320 hours.
<b>Holidays</b>	Employees are eligible for 8 hours of holiday pay for each of the 9 holidays recognized by the District annually.
<b>Floating Holidays</b>	Full-time employees can accrue paid floating holiday time at a rate of two hours per month, totaling 24 hours per year. They can accumulate up to a maximum of 72 hours. Employees with more than six months of service are eligible to use floating holidays, subject to District Manager's approval.
<b>Employee Assistance Program</b>	The District provides an Employee Assistance Program through Voya Group Life Insurance. This program is available to all full-time employees, their spouses, and dependent children up to age 26.