



BENEFITS SUMMARY

Salary Increases	<p><u>Last Adjustment: July 1, 2021 – 1.76% increase</u></p> <p>Annual Cost of Living Adjustment based on the Consumer Price Index (CPI) of West “A” category from previous year</p>																				
CalPERS Retirement: Classic member	<p><u>California Public Employee Retirement System (CalPERS)</u></p> <p>Formula – 2% @ 55 Single Highest year Compensation Employee Contributions: 7%</p>																				
CalPERS Retirement: New member	<p><u>California Public Employees' Pension Reform Act (PEPRA)</u></p> <p>Formula 2% @62 Highest Average Annual Compensation (three year period) Employee Contributions: 7.25%</p> <p>Additional details: https://www.calpers.ca.gov/page/about/laws-legislation-regulations/public-employees-pension-reform-act</p>																				
Social Security	The District participates in Social Security																				
Deferred Compensation	<p><u>One-time Initial District Contribution (after six months of employment)</u></p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;"><u>< 5 years of service</u></td> <td style="text-align: right;"><u>\$75</u></td> </tr> <tr> <td><u>5 – 9 years of service</u></td> <td style="text-align: right;"><u>\$100</u></td> </tr> <tr> <td><u>10 – 14 years of service</u></td> <td style="text-align: right;"><u>\$125</u></td> </tr> <tr> <td><u>15 – 19 years of service</u></td> <td style="text-align: right;"><u>\$150</u></td> </tr> <tr> <td><u>20+ years of service</u></td> <td style="text-align: right;"><u>\$200</u></td> </tr> </table> <p><u>District Match Incentive per Year of Service per Pay Period</u> (max \$200 per pay period for 20+ years of service)</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;"><u>< 5 years of service</u></td> <td style="text-align: right;"><u>\$5</u></td> </tr> <tr> <td><u>5 – 9 years of service</u></td> <td style="text-align: right;"><u>\$6</u></td> </tr> <tr> <td><u>10 – 14 years of service</u></td> <td style="text-align: right;"><u>\$7</u></td> </tr> <tr> <td><u>15 – 19 years of service</u></td> <td style="text-align: right;"><u>\$8</u></td> </tr> <tr> <td><u>20+ years of service</u></td> <td style="text-align: right;"><u>\$10</u></td> </tr> </table>	<u>< 5 years of service</u>	<u>\$75</u>	<u>5 – 9 years of service</u>	<u>\$100</u>	<u>10 – 14 years of service</u>	<u>\$125</u>	<u>15 – 19 years of service</u>	<u>\$150</u>	<u>20+ years of service</u>	<u>\$200</u>	<u>< 5 years of service</u>	<u>\$5</u>	<u>5 – 9 years of service</u>	<u>\$6</u>	<u>10 – 14 years of service</u>	<u>\$7</u>	<u>15 – 19 years of service</u>	<u>\$8</u>	<u>20+ years of service</u>	<u>\$10</u>
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Health and Welfare	<p><u>Health Insurance</u>: District paid for employee and dependents, through CalPERS up to the Blue Shield Access Plus – Region 1 rate after waiting period. CalPERS Region 1 health premiums rates: https://www.calpers.ca.gov/docs/health-rates-region-1-2021.pdf</p> <p><u>Dental Insurance</u>: District paid for employee and dependents, through ACWA JPIA after waiting period</p> <p><u>Vision Insurance</u>: District paid for employee and dependents, through ACWA JPIA after waiting period</p> <p><u>Employee Assistance Program</u>: District paid for employee, through ACWA JPIA after waiting period</p>										
Education Assistance	Up to \$500 per year or \$2,500 per employee										
Life Insurance	<p><u>Employee Basic Life</u>: District paid premium for benefits up to two (2) times annual base earnings or up to \$200,000</p> <p><u>Spouse Basic Life</u>: District paid premium for benefit up to \$1,500</p> <p><u>Child Basic Life</u>: District paid premium for benefit up to \$1,000</p> <p><u>Supplemental Life</u>: Employees pays for additional premium</p>										
Holidays	11 Holidays and one floating holiday accrued on January 1										
Vacation	<table border="0"> <tr> <td>1 – 4 years of employment</td> <td>12 days</td> </tr> <tr> <td>5 – 9 years of employment</td> <td>15 days</td> </tr> <tr> <td>10 – 14 years of employment</td> <td>18 days</td> </tr> <tr> <td>15 – 20 years of employment</td> <td>22 days</td> </tr> <tr> <td>21+ years of employment</td> <td>25 days</td> </tr> </table>	1 – 4 years of employment	12 days	5 – 9 years of employment	15 days	10 – 14 years of employment	18 days	15 – 20 years of employment	22 days	21+ years of employment	25 days
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Sick Leave	3.70 hours per pay period (96.2 hours per year)										