



# SAN ELIJO JOINT POWERS AUTHORITY

## SUMMARY OF BASIC BENEFITS – July 1, 2009

### HEALTH INSURANCE

The San Elijo Joint Powers Authority (SEJPA) contributes toward its employees and their dependents health, dental and vision care plans. The health care plans are through the California Public Employees' Medical and Hospital Care Act (PEMHCA).

### FLEXIBLE SPENDING ACCOUNT

Employees may choose to contribute pre-tax dollars to a reimbursement account for childcare expenses and medical expenses that are not covered by insurance and health, dental, vision care premiums that may be over the SEJPA contribution limits.

### LIFE AND AD&D INSURANCE

Life insurance premiums are paid by the SEJPA. The amount of coverage is equal to an employee's annual salary rounded up to the next higher multiple of \$1,000.

The employee may purchase supplemental life insurance for themselves, spouse or dependents.

### LONG-TERM AND SHORT-TERM DISABILITY INSURANCE

Long-term and short-term insurance premiums are also paid by the SEJPA. Short-term disability pays 60% of the employees' basic weekly earnings. Long-term pays at the rate of 66 2/3% of the employee's monthly gross earnings.

### RETIREMENT

#### CalPERS

The SEJPA is a member of the California Public Employees Retirement System (CalPERS), 2.5% at Age 55 Final Year Plan and pays the employer and 4.8% of the employee premium. The employee pays 3.2% of their base compensation. The SEJPA employees are not covered under Social Security and no deduction is made for such purposes.

#### DEFERRED COMPENSATION

Employees may contribute into a Deferred Compensation Plan IRS Section 457 and/or 401a administered by the ICMA Retirement Corporation. The SEJPA contributes up to 4% of an employee's base pay to the 401a deferred compensation plan on a matching basis (i.e. the employee must also contribute up to 4% in order to receive the match.)

### PAID HOLIDAYS

All regular full-time and part-time employees are entitled to ten paid holidays and two floating holiday time.

### VACATION

1-5 years	=	104 hours/year
5-10 years	=	128 hours/year
10-15 years	=	152 hours/year
15+ years	=	184 hours/year

Accumulated vacation may not exceed twice the annual leave hours. Part-time employees hours are prorated based on hours worked.

### SICK LEAVE

Each regular full-time employee earns eight (8) hours per month. Regular part-time employee sick leave hours are prorated based on hours worked. Employees may not accumulate more than 1,000 hours of sick leave.

### WORK WEEK

9/80 day shifts with rotating weekends.

### MISCELLANEOUS BENEFITS

Uniforms are paid for and provided by the SEJPA for operations and maintenance staff.

Safety Shoe Allowance - \$150.00/year

Direct Deposit provision.

### PROFESSIONAL DEVELOPMENT

The SEJPA encourages employees to be active in professional organizations and continuing education programs and will sponsor the employee as appropriate. Education reimbursement is up to \$2,000.00 annually.

### INCENTIVE PROGRAM

The SEJPA recognizes dedicated and loyal employees who contribute to its success through monetary awards through a variety of achievements including professional, technical, organizational, and safety accomplishments.