

RANCHO SIMI RECREATION AND PARK DISTRICT

SUMMARY OF BENEFITS

FULL-TIME EMPLOYEES HIRED BEFORE MAY 1, 2010

Public Employees' Retirement System (CalPERS)

Employees hired before May 1, 2010, when eligible, shall be enrolled in the "2% @ 55" benefit formula based upon the single highest year of compensation, with the District paying both the employee and the employer contribution to CalPERS for those in this category. Beginning January 1, 2018, all employees in this category are responsible to pay 3% of their wages towards the employee contribution.

Health Insurance

The District offers employees and their eligible dependents health insurance through the CalPERS health insurance program. HMO plans and PPO Plans are available. The District contributes up to \$438.42 per month toward the employee's CalPERS health insurance premiums.

Flexible Benefit Payment

The District provides a Flexible Benefit Payment of \$1,100 per month. Employees may apply it towards their CalPERS health insurance premium, direct it into their Flexible Spending Account, or receive it as compensation.

Flexible Spending Account

Employees passing probation may direct pre-tax wages into a Flexible Spending Account (Cafeteria Plan) and use them to pay eligible health and dependent care expenses.

Dental

The District Dental Care Reimbursement Plan covers an eligible regular full-time employee and each eligible dependent's incurred expenses up to a maximum of \$1,440 each, per calendar year (January-December). The Dental Care Reimbursement Plan also provides a maximum lifetime benefit for orthodontia dental care of \$1,000 for each eligible participant. All dental reimbursements are calculated using the District's payment schedule. Employees may withdraw from the Reimbursement Plan and elect to participate in a group dental insurance plan with the District paid premium at the HMO rate with a cap of \$55 per month.

Vision

The District Vision Care Reimbursement Plan covers an eligible regular full-time employee and each eligible dependent's incurred expenses up to a maximum of \$325 each, per calendar year.

Life Insurance

The District provides a life insurance policy of \$20,000 through Anthem Blue Cross. Employees have the option to increase coverage at their own expense in increments of \$5,000, up to a maximum of \$70,000 of coverage.

Short Term Disability

Members of the Rancho Simi Employee's Association contribute towards State Disability Insurance (SDI). The District provides an Extended Annual Leave Program for all other eligible regular full-time employees. All employees may purchase short-term disability coverage through Aflac.

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Annual Leave/Conversion of Annual Leave to Salary Compensation

Annual Leave

Employees accrue annual leave based upon years of service at the end of each calendar month which may be used for vacation, sick leave, or personal reasons.

Full-time Employees hired on or after May 1, 2010, with the exception of Full-time employees in the Rancho Simi Employee Association and the Human Resources Coordinator, will accrue annual leave based upon years of service at the end of each calendar month, as follows:

Employees with less than five (5) years of employment will accumulate annual leave at the rate of ten (11.33) hours per month (17 days annually).

Employees with five (5) years of employment, but not more than ten (10) years of employment will accumulate annual leave at the rate of fourteen (15.33) hours per month (23 days annually).\

Employees with more than ten (10) years of employment will accumulate annual leave at the rate of seventeen (17) hours per month (25.5 days annually).

Full-time Employees hired on or after May 1, 2010, who are members of the Rancho Simi Employee Association, and the Human Resources Coordinator, will accrue annual leave based upon years of service at the end of each calendar month, as follows:

Employees with less than five (5) years of employment will accumulate annual leave at the rate of 12.67 hours per month (19 days annually).

Employees with five (5) years of employment, but not more than ten (10) years of employment will accumulate annual leave at the rate of 16.67 hours per month (25 days annually).

Employees with more than ten (10) years of employment will accumulate annual leave at the rate of seventeen (17) hours per month (25.5 days annually).

Conversion of Annual Leave to Salary Compensation

In June and December employees may convert a portion of their unused annual leave into compensation or direct it into their 457 retirement account.

Facility Use and Programs

Pool Pass

Employees and their immediate family members may be issued a pass to use the Rancho Simi Community Pool during regular hours that the pool is open for public swim.

Golf Course Facility Use

Employees and their immediate family members are entitled to use the Sinaloa Golf Course

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driving range and golf course at no charge, and are permitted senior rates at Simi Hills Golf Course during non-prime time hours.

Program Discounts

Employees are permitted a 20% discount on registration fees for up to two classes per program season, offered by RSRPD for employee and family members who reside with the employee to include spouse or registered domestic partner, and employee's children under the age of 18. Full-time employees are permitted an 80% discount on RSRPD Before and After School Clubs and Summer Camps, excluding field trips, for employee's children if they reside with the employee.

RSSCC

Employees are permitted to participate in open gym or aerobics classes at no charge.

Holidays

The District provides 12 paid fixed holidays and 1 paid floating holiday each year.

Employee Performance Reviews/Merit Increases

Employee job performance is evaluated at 3 months, 6 months and annually thereafter. Employees are eligible for a merit increase after 6 months of service and completion of their probationary period. Each full-time job classification has an 11-step pay range.

Deferred Compensation Plan

Employees may elect to contribute wages on a pre-tax basis into a 457 Retirement Plan.

Educational Reimbursement

Employees may be eligible to receive reimbursement for pre-approved job-related education tuition and book expenses.

Uniforms

The District provides uniforms and laundry and/or dry cleaning service for maintenance employees and Park Rangers, and also provides a reimbursement program of up to \$200 annually for the purchase of protective footwear and/or hat for certain maintenance positions.

Social Security

The District participates in the Social Security program and, together with the employee, makes the required payments and deductions.

Retiree Health Insurance

Employees retiring under PERS may receive up to \$438.42 per month towards the premium for coverage under a CalPERS health insurance plan.