

# **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. Employees in this category are responsible to pay 3% of their wages towards the employee portion of the PERS obligation. The District will pay the remaining employee obligation and the employer contribution to PERS for those in this category.

#### **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 \$950 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 \$1,500 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 \$60 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 with pay to be used for vacation, sick leave or personal reasons. Employees with less than 5 years of service will accrue annual leave at 14-2/3 hours or 1-5/6 working days per month of service (22 days annually). Employees with 5-10 years of service will accrue annual leave at 18 hrs. or 2-1/4 working days per month of service (27 days annually). At the end of 10 years of service, employees will accumulate annual leave with 1 additional day (8 hours) per year to a maximum annual leave earned in any full year of 32 days.

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

Full-time employees and Board Members of the Rancho Simi Recreation & Park District are entitled to a 50% discount on applicable greens fees, cart fees and range balls after 12 noon daily. When golfing with a district employee/board member, immediate family (children, parents, other family members residing with the employee) are offered the same benefit as the employee. Regularly priced golf merchandise (other than golf ball dozens) are available at a 10% discount for district employees.

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 a 100% 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 2 paid floating holidays each year.

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**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.