

CONEJO RECREATION AND PARK DISTRICT BENEFIT SUMMARY

Rev. 9/15	General Employees (Full-Time)	Management Group	Administrators	General Manager
		Same as general employees, unless otherwise noted		
Term of MOU	2 yr (7/315 - 6/30/17)	n/a	n/a	n/a
CAFETERIA PLAN CONTRIBUTION	<u>Eff. 1/1/15</u> <u>Eff. 1/1/16</u>			
	EE Only: \$ 478 \$ 495			
	EE + 1: \$ 855 \$ 885			
	EE + 2+: \$1,122 \$1,162			
Notes	To use for medical, dental and life premiums; employee pays premiums over allowance			
Annual Increase	Beg 1/1/15, 2/3 of the Avg of individual plan rates as reported by CalPERS, up to max of 6%			
Minimum Employer Contribution (for medical premium only)	\$122 in 2015 \$125 in 2016			
Basic Needs Allowance (BNA)	\$200/month	No	No	No
MEDICAL	CalPERS Health Plans			
Other Health Plan?	No			
Employer medical contribution	see above			
DENTAL	Nippon			
Employer contribution (pd with Cafeteria Plan Contribution)	up to \$169.28/mth premium/employee			
Group Term Life	The Standard			
Employee Life/AD&D (Employer paid with Cafeteria Plan Contribution)	1x annual salary up to \$60k \$0.30 / \$1,000			+ \$150/mnth
VISION	No insurance provider			
Reimbursement of expenses	\$200 / yr / employee			\$200/yr
EAP	MHN			
Employer paid	\$5.03/mo premium/employee			
DEFERRED COMPENSATION	ICMA-RC			
Plan / max. mo. (employer paid)	457 Plan (employee only contributions to IRS limits)		District contributes 3% of IRS limit (\$540 in 2015)	District contributes 5% of IRS limit (\$900 in 2015)
RETIREMENT	CalPERS - all eligible members			
Member contribution	Member pays			
% formula	2% @ 55 (hire before 12/4/09) 2% @ 60 (hire after 12/4/09) <u>2% @ 62 (eff 2013 - PEPRA)</u>			
EPMC reported as income?	<u>No, not applicable</u>			
Final Compensation	Mbr prior to 2013: Single highest year; Otherwise New Member: Three year average (PEPRA)			
Retirement Stipend	<u>Min contribution (\$122 in 2015)</u> Hired before 7/1/09: Stipend based on yrs of service (\$75 + \$15/yr of svc, and increasing \$15 ea full yr retired), Hired after 7/1/09: Not eligible (min only)	Employee only medical cost upon retirement with 10+ yrs service	Medical premium paid based upon pre- retirement plan option with 10+ yrs service	Medical premium paid based upon pre- retirement plan option with 10+ yrs service

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LEAVES, HOLIDAYS				
Holiday hours (# per year)	72 (9 days)			
Floating holiday hours (# per year)	24 (3 days)			
VACATION (based on service years)				
A. min days accrued per year / # years	10 / up to 5 yrs		15 days + 1 day/yr	20 days + 1 day/yr
B. max days accrued per year / # years	20 / up to 20+ yrs		up to 20	
Vacation cash out	Up to 40 hrs/yr (under certain circumstances)			
SICK Leave				
A. min hrs accrued per year	96 (12 days)			
B. max hrs accrued per year	96 (12 days)			
Sick Leave Conversion				
A. Upon termination	<u>No cash out</u>			
B. Upon retirement	Credited to service yrs w/CalPERS <u>OR</u> w/10+ yrs service cash out up to 2,500 hours at 50%			
DISABILITY BENEFIT (employer paid)	50% of salary up to \$475 per pay period after 30 day elimination period (up to 6mo, may be extended with GM apprvl)			
OTHER BENEFITS				
Car Allowance	No	\$100-\$200 / mth (select positions)	\$275-\$325 / mth	\$500 / mth
Mileage Reimbursement Amount	Standard federal rate			
Physical - \$ max paid / frequency	No		Reimburse \$300-\$500 deductible / yr	
Tuition Reimbursement	Yes			
Computer Purchase Program Loan / Term (i.e., interest/repayment program)	\$3,000 0% / 2yrs			
PAY PROGRAM				
Is employee group on merit step increase? What % increase?	Yes / 5% between steps			
Does group receive COLA?	Yes			
COLA	4.00% eff. 7/1/15 3.25% eff. 7/1/16			
Community Service Allowance	No	No	\$50 / mth	\$100 / mth
Longevity	<u>Will end 12/31/15</u> Hire before 7/1/09: final longevity payment to be made in 2015 <u>6+ yrs = \$50/yr of service</u>		No (ended Jul 15)	No
EMPLOYEE-PAID OPTIONAL BENEFITS				
Health Care Flexible Spending Account	\$2,400/yr max			
Dependent Care Flexible Spending Acct	\$5,000/yr max			
Dependent Life insurance	\$5,000 / \$1.64 premium/mth			