

CONEJO RECREATION AND PARK DISTRICT BENEFIT SUMMARY

| Rev. 7/23 | General Employees (Full-Time) | Management Group | Administrators | General Manager |
|--|---|--|--|--|
| | | Same as general employees, unless otherwise noted | | |
| Term of MOU | 2 yr (7/1/23 - 6/30/25) | n/a | n/a | n/a |
| CAFETERIA PLAN CONTRIBUTION | <u>Eff. 7/1/23</u> EE Only: \$ 834 EE + 1: \$1,384 EE + 2+: \$1,764 | | | |
| | Notes | | | |
| | Annual Increase | | | |
| Minimum Employer Contribution (for medical premium only) | \$151 in 2023 | | | |
| Health Insurance Opt Out Option | Yes \$200 / month | | | |
| MEDICAL | CalPERS Health Plans | | | |
| Other Health Plan? | No | | | |
| Employer medical contribution | see above | | | |
| DENTAL | Nippon | | | |
| Employer contribution (pd with Cafeteria Plan Contribution) | up to \$195.59/mth premium/employee | | | |
| Group Term Life | The Standard | | | |
| Employee Life/AD&D (Employer paid with Cafeteria Plan Contribution) | 1x annual salary up to \$60k \$0.26 / \$1,000 | | | + \$150 / mth |
| VISION | No insurance provider | | | |
| Reimbursement of expenses | \$300 / yr / employee | | | \$200 / yr |
| EAP | Magellan | | | |
| Employer paid | \$3.09/mo premium/employee | | | |
| DEFERRED COMPENSATION | MissionSquare Retirement | | | |
| Plan / max. mo. (employer paid) | 457 Plan (employee only contributions to IRS limits) | | District contributes 3% of IRS limit (\$675 - 2023) | \$7,680 / yr |
| RETIREMENT | CalPERS - all eligible members | | | |
| Member contribution | Member pays | | | |
| % formula | 2% @ 55 (hire before 12/4/09) 2% @ 60 (hire after 12/4/09) 2% @ 62 (eff 2013 - PEPRA) | | | |
| 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 (\$151 - 2023)</u> | | | |
| | <u>Hired full-time before 7/1/09:</u> Stipend based on whole yrs of service (\$75 + \$15/yr of svc, increases each full yr retired by lesser of CPI or \$15 | Hire before 7/1/09 Employee only medical premium paid based on pre-retirement plan option upon retirement with 10+ yrs service; otherwise Min only | Hire before 7/1/09 Emp & dependent(s) Medical premium paid based upon pre- retirement plan option with 10+ yrs service; otherwise Min only | Hire before 7/1/09 Emp & dependent(s) Medical premium paid based upon pre- retirement plan option with 10+ yrs service; otherwise Min only |
| | <u>Hired full-time after 7/1/09:</u> Not eligible (Min only) | | | |

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| LEAVES, HOLIDAYS | | | | |
| Holiday hours (# per year) | 80 (10 days) | | | |
| Floating holiday hours (# per year) | 27 hours | | | |
| 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/yr | up to 30/yr |
| Vacation cash out | Up to 80 hrs/yr (under certain circumstances) | | | |
| SICK Leave | | | | |
| A. hrs accrued per year | 96 (12 days) | | | |
| B. maximum accrual | no max | | | |
| 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 | | | |
| Wellness | No | | | \$50 / mth |
| PAY PROGRAM | | | | |
| Is employee group on merit step increase? | Yes / ~5% between steps | | | |
| What % increase? | Yes | | | |
| Does group receive COLA? | 6% eff. 7/1/23 | | | No |
| COLA | 4% eff. 7/1/24 | | | (see GM contract) |
| Community Service Allowance | No | No | \$50 / mth | \$100 / mth |
| EMPLOYEE-PAID OPTIONAL BENEFITS | | | | |
| Health Care Flexible Spending Account | \$3,050/yr max 2023 | | | |
| Dependent Care Flexible Spending Acct | \$5,000/yr max | | | |
| Dependent Life insurance | \$5,000 / \$1.64 premium/mth | | | |