



# SAN ELIJO JOINT POWERS AUTHORITY BENEFIT SUMMARY

## HEALTH INSURANCE

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.

## FLEXIBLE SPENDING ACCOUNT

Employees may choose to contribute pre-tax dollars to a reimbursement account for medical expenses that are not covered by insurance, IRS approved childcare, and health, dental, vision care premiums that may exceed SEJPA's contribution.

## LIFE AND AD&D INSURANCE

SEJPA provides life insurance for its employees. The amount of coverage is equal to an employee's annual salary rounded up in increments of \$1,000.

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

## LONG-TERM AND SHORT-TERM DISABILITY INSURANCE

SEJPA pays for long-term and short-term disability insurance. 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 2.0% @ 62 – As of January 2013

New employees per Public Employee's Pension Reform Act (PEPRA) participate in the 2.0% @ 62 CalPERS Retirement Plan. A new employee is defined as a member who has no prior membership in any California public retirement system or a member who first established CalPERS membership prior to January 1, 2013, and who is rehired by SEJPA after a break in service of greater than 6 months. Employees in this plan contribute 7.0% of their CalPERS compensation.

### CalPERS 2.0% @ 60 – As of July 2012

New employees who first established CalPERS membership prior to January 1, 2013, and who is rehired by SEJPA after a break in service of less than 6 months participate in the 2.0% @ 60 CalPERS Retirement Plan. Employees contribute 6.25% of their CalPERS compensation.

SEJPA employees are not covered by and no deduction is made for Social Security.

## DEFERRED COMPENSATION

Employees may contribute into an IRS Section 457 and/or 401(a) Deferred Compensation Plan administered by ICMA Retirement Corporation. SEJPA contributes up

to 4% of an employee's base compensation to an IRS 401(a) deferred compensation plan as a matching contribution to the employees 457 deferred compensation.

## PAID HOLIDAYS

Full-time and part-time employees receive ten paid holidays and two floating holidays, prorated the first year based on date of hire.

## VACATION

Employees earn vacation hours based on the following schedule:

| Years of Service | Hours per Year |
|------------------|----------------|
| 1-5              | 104            |
| 5-10             | 128            |
| 10-15            | 152            |
| 15 and greater   | 184            |

Accumulated vacation is limited to twice the annual accrual rate. Hours are prorated based on hours worked for part-time employees.

## SICK LEAVE

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

## WORK WEEK

SEJPA maintains a 9/80 schedule consisting of eight 9 hour days; one 8 hour day; and one day off within two consecutive workweeks with rotating weekends for operational staff. Due to the COVID-19 pandemic, SEJPA has implemented a modified work schedule to provide maximum safety to its employees, contractors, vendors, and to the public. The schedule generally consists of 12 hour shifts Monday through Saturday (6am to 6:30pm) and an 8 hour shift on Sunday (6am to 2pm)

## MISCELLANEOUS BENEFITS

- SEJPA provides uniforms for operations and maintenance staff.
- Safety Shoe Allowance - \$ 200.00 annually based on date of hire.
- Approved Prescriptive Safety Glasses - \$300.00 per each fiscal year.

## PROFESSIONAL DEVELOPMENT

SEJPA encourages employees to be active in professional organizations and continuing their education by reimbursing approved expenses. Education reimbursement is limited to \$625.00 for any one course and a total amount of \$2,300.00 annually.

## INCENTIVE PROGRAM

SEJPA recognizes committed employees with incentives who contribute to its success through a variety of achievements including professional, technical, organizational, and safety accomplishments.