

PALOMAR COMMUNITY COLLEGE DISTRICT

Employee Benefits Survey Report

January 2016

Prepared by:



REWARD STRATEGY GROUP

12707 High Bluff Drive, Suite 200

San Diego, CA 92130

858 259-3800 | Fax 858 792-7465

www.rewardstrategy.com

INTRODUCTION

As part of the Classification and Compensation Study, Reward Strategy Group reviewed the benefits data of the nine community college comparators and three city comparators used in the market survey for compensation purposes. We did not use the school districts or water district because the community college benefits mandated by the Education Code are the same for school districts and are much higher than what a governmental or private-sector employer provides.

RSG reviewed MOUs and benefits data collected directly from the comparators. It is our opinion that Palomar College benefits are very competitive and do not need to be adjusted.

SUMMARY

(Based on 8-hour work day and 12-month employee)

Comparator	Holidays	Vacation	Sick Leave	Medical, Dental and Vision	Retirement
Palomar	19 days	18–24 days	12 days	Full medical, vision, dental for employee and dependents	Full retiree health until age 65
Cerritos CCD	17 days	10–21 days	12 days	Up to CalPERS Family Health premium, full dental and vision for employee and dependent	Partial medical for retiree and dependents until age 65
Chaffey CCD	19 days	12– 1.6 days	12 days	Up to Kaiser premium, full dental and vision for employee and dependent	Full medical for retiree and dependents until age 65
Coast CCD	21 days	18–20 days	12 days	Partial medical for employee and dependents, full dental and vision for employee and dependent	Same as bargaining unit coverage at time of retirement until age 70
El Camino CCD	19 days	12–20 days	12 days	Fixed dollar amount per month equivalent to CalPERS premium, full dental and vision for employee and dependent	Partial medical for retiree until age 65
Grossmont-Cuyamaca CCD	19 days	10–23 days	12 days	Full medical, vision, dental for employee and dependents	Full Kaiser for retiree and dependents until age 65
Long Beach CCD	16 days	14–26 days	13 days	Partial medical, dental and vision for employee and dependents	Tiered plan - Partial premium for medical, dental and vision
Rancho Santiago CCD	22 days	12–24 days	12 days	Fixed dollar amount for medical and dental, optional vision	Partial coverage same as current employees
San Diego CCD	19 days	12 - 25 days	12 days	Fixed dollar amount for medical, dental and vision for employee and dependents	Same as current employees. Police covered by Public Safety PERS
Southwestern CCD	16 days	12–20 days	12 days	Up to Kaiser premium and for employee only; full dental for employee and dependents	Full medical employee only until age 65
City of Carlsbad	11 days	7–14 days	8.7 days	Fixed dollar amount for medical, dental and vision for employee and dependents	Min amount of CalPERS Health Program for retiree. Public Safety PERS
City of Escondido	10 days	12–27 days non-sworn Police 12.75-28.6 days	13.5 days non-sworn Police 12 days	City pays for lowest cost premium as of 1/13. Splits premium increases with employees. Employee-only dental	No retiree health. Public Safety PERS
City of San Marcos	13 days (9/80)	10 –20 days	12 days	City pays 90% plus 50% of premium increase over 8%	Retiree pays 100% of premium + 2% admin fee

PALOMAR

Holidays	19 paid holidays (14+ Spring Break)
Vacation	0-5 years of service 1.5 days per month (18 days) 6-10 years of service 1.67 days per month (20 days) 11+ years of service 2 days per month (24 days) Pro-rata for employees working 35 hrs or less. Accrue up to 2 years worth and 100% paid when employee leaves.
Sick Leave	Twelve days' leave of absence for illness or injury per year. Accrual unlimited. Not paid when employee leaves.
Medical, Dental and Vision	District pays full cost of benefits for each probationary and permanent classified employee whose regular assignment is at least 20 hours per week and their spouse, domestic partner (as defined in Appendix D – Spouses and Domestic Partnership), and other eligible dependents. These benefit programs include medical, dental, vision, long-term care, life insurance and long-term disability. \$2,400 annually for those that opt out. Kaiser HMO, PPO, Delta Dental, VSP, Employee Assistance Service for Educators Voluntary Internal Revenue Code Section 125 Flexible Spending Plan
Retirement	CalPERS <u>Classic Member</u> (Membership Date prior to January 1, 2013) = 2% at Age 55 Benefit Formula with a minimum retirement age of 50. <u>New Member</u> (Membership Date on or After January 1, 2013) = 2% at Age 62 Benefit Formula with a minimum retirement age of 52. Employee contributes 6%
Retiree Benefits	Same level of health benefits in effect on the date the employee retires until the retiree has reached the age of 65. These benefits will be fully employer-paid. Depending on group spouse may be included.
Life Insurance, Long-Term Care, Long-Term Disability	\$80,000 term life insurance policy \$1,000 monthly toward the cost of a skilled nursing facility for a period of two years starting on the 91st day of disability LTD – income replacement of 66 2/3% following a 90-day waiting period
Other	Wellness Center \$10/mo. ; Employee Assistance Service for Education (EASE)

CERRITOS CCD

Holidays	17 paid holidays
Vacation	<p>All employees (10, 11, 12 mo) 8 hours per month for first 3 years (10 - 12 day max). Yr 4 - 12</p> <p>10 mo - 8.8 - 15.2 hrs/mo (19 day max) 11 mo - 8.727 - 15.2 hrs/mo (20 day max) 12 mo - 8.8 - 15.2 hrs/mo (21 day max)</p> <p>The maximum number of hours of vacation for a 10-month employee is 152, an 11-month employee is 160, and a 12-month employee is 168. Vacation hours prorated on the basis of 22 days in paid status per month.</p> <p>Maximum accrual is 2x annual rate</p>
Sick Leave	8 hours of sick leave for every month of service up to 12 days per year. Can convert accumulated sick leave to vacation time (formula). Can sell back up to 60 hours.
Medical, Dental and Vision	<p>Ten (10) medical plans offered through CalPERS - seven (7) HMO plans and three (3) PPO plans. District pays up to the CalPERS Choice Family health premium. \$3000 annually for those who opt out.</p> <p>Fully-paid dental and vision coverage is provided for employee and dependents. Delta Dental, Delta Care USA, VSP.</p>
Retiree Benefits	Partial medical insurance for retiree and eligible dependents. Retiree can enroll in dental and vision at his/her own expense.
Life Insurance, Long-Term Care, Long-Term Disability	<p>\$50,000 life insurance plan for full time employees</p> <p>Voluntary Term Life Insurance, Prepaid Legal Services, Long Term Care, Flexible Spending Accounts and 403b</p>
Other	Employee Assistance Program

CHAFFEY CCD

Holidays	19 paid holidays (14 + 5 days between Christmas and New Year)
Vacation	<p>From the first month through the twenty-fourth month (first and second year) of service, vacation shall be earned and accumulated at the rate of eight (8) hours for each month of service. Additional 0.8 hrs is add each year up to year 10 when max is reached at 14.4 hours per month for each fiscal year.</p> <p>All part-time (less than 1.0 FTE) will accrue their vacation hours on a prorated basis.</p> <p>Vacation hours may be accumulated to a total of 176 hours.</p>
Sick Leave	12 days leave of absence per year with full pay, prorated for part time employees. No max.
Medical, Dental and Vision	<p>The District shall pay up to the annual premium cost of the District's present Kaiser health plan for employee and dependents. Any premium costs that exceed the annual premium cost of the Kaiser health plan shall be borne by the employee. Offer Kaiser and Anthem Blue Cross HMO and PPO.</p> <p>District pays full cost for employee and dependents for Delta Dental and VSP vision.</p>
Retiree Benefits	<p>Employees between the ages of 50 and 54 after 20 years of service to the District, or from the ages of 55 through 61 after 15 years of service to the District, or from ages 62 to 65 after 10 years of service to the District may retire, with the District providing the health and welfare benefits for employees to age 65, and eligible dependent(s) which they would have had if employed with the District.</p> <p>Employees who retire are eligible at age 65 or over to participate in a District medical plan. The employee must have been a participating member of the plan prior to termination of District-paid benefits.</p>
Life Insurance, Long-Term Care, Long-Term Disability	District agrees to pay the full cost for all employees in the bargaining unit for comprehensive programs of insurance as stated in this section (includes dependent coverage on dental and vision). 12.2.1 Life Insurance Coverage 12.2.2 Dental Coverage 12.2.3 Vision Care Coverage 12.2.4 Disability Insurance Coverage.
Other	\$600 per year for professional growth

COAST CCD

Holidays	12 paid holidays plus 9 days for winter break
Vacation	<p>1–3 years 8 hrs/mo (12 days) 144 hours max accrual.</p> <p>Add 1.33 hrs/mo for every 3 years of additional service up to a max at 14+ yrs of 13.33 hrs/mo (20 days) 240 hours max accrual.</p> <p>Employees who terminate generally will be required to use accrued vacation prior to the termination date. Any unused accrued vacation will be paid in a lump sum.</p>
Sick Leave	8 hours per mo. No max accrual, but cannot take more than 800 hrs per year
Medical, Dental and Vision	<p>Employee will contribute 0.5% of the base annual salary established by the salary schedule in effect on July 1 of the fiscal year, on a ten -month basis. The balance will be paid by the District.</p> <p>The District will contribute a portion of dependent premium. Employees with dependents will pay \$50 per month through payroll deduction on a 10-month basis. Self-funded PPO, Anthem Blue Cross PPO, Unitedhealth HMO, Kaiser</p> <p>Employee and dependent premium paid by District Delta Dental - PPO dental - and VSP vision.</p> <p>Voluntary Section 125 Flexible Spending Plan</p>
Retiree Benefits	<p>Employees who are 55 and retire under PERS with 10 or more years of service to the District retain medical, dental, life, and optical insurance, including coverage for their dependents, until the retiree reaches the age of 70. The District and the retiree contribute towards costs in the same amount as specified in the Federation bargaining agreement in effect at the time of retirement.</p> <p>Retirement Benefit Age 70 or Over - Employees 75% to 100% assignment) who retire after the conclusion of the 2001-2002 academic year and have 10 or more years of service receive an annual credit of up to \$4,000 to be applied only to the District Medicare Supplemental Plan at the age of 70. The credit does not apply to any HMO, Dental, Vision Care premium, or life insurance premium. The annual credit applies only to the retiree. If the retiree has a spouse or registered domestic partner at the time of death, the annual credit shall be transferred to the spouse or registered domestic partner and continues until the spouse's or registered domestic partner's death.</p>
Life Insurance, Long-Term Care, Long-Term Disability	<p>District provides - Basic Life and Basic AD&D -1x annual salary to a minimum of \$75,000 up to a maximum of \$250,000.</p> <p>Long-Term Disability - 60% up to \$5,000/mo</p>
Other	Employee Wellness Program, Hyatt Legal Plan, \$3,000/ year employee development

EL CAMINO CCD

Holidays	<p>12 days plus two (2) additional holidays each year during or in conjunction with the winter recess. If the District's Winter Recess closure results in the loss of four (4) work days, the District shall also designate an additional one (1) special holiday during the Winter Recess.</p> <p>Police - When an Officer is required to work on a designated holiday, the Officer shall be given paid compensation or compensatory time off, for such work at the rate of time and one half the Officer's regular rate of pay, in addition to regular pay received for the holiday. b. If an Officer is assigned to a work week other than Monday through Friday and a holiday falls on his scheduled day off, they shall have a choice of either paid compensation for an 8-hour day or compensatory time off equal to 8 hours.</p>
Vacation	<p>Yr 1 - 12 days Yr 2 - 14 days Yr 4 - 16 days Yr 6 - 18 days Yr 8+ - 20 days</p> <p>A bonus vacation allowance is accrued at the rate of one additional day of annual vacation allowance for each full 25 days of earned sick leave credited to an employee's Service Date of Employment up to a maximum of 5 bonus vacation days.</p> <p>If an employee has more than 15 days of accrued vacation in January and does not have vacation scheduled that reduces his or her accrual to 30 days by June 30, the District will help employee schedule vacation by end of year or the additional days above 30 accrued as of June 30 will be paid to the employee in January of the next calendar year.</p> <p>Unused vacation paid upon termination.</p>
Sick Leave	<p>12 days per yr, pro-rated for part time employees. No maximum accrual.</p> <p>No short-term disability – credit each employee 100 days/yr at 50% of salary as differential pay.</p>
Medical, Dental and Vision	<p>Effective January 1, 2012, the District contributes the following amounts for medical insurance: \$590 per month for single, \$1,022 per month for 2-party, and \$1,328 per month for family. Any difference in the amount between the District contribution for medical insurance and the CalPERS medical insurance premium cost is paid by the employee through monthly payroll deductions. District will pay up to this amount for an optional HMO.</p> <p>District pays a monthly premium for vision and dental.</p>
Retiree Benefits	<p>Retired prior to January 1, 2012, with 10 years of service and who retires after reaching age 55 under provisions of the CalPERS and provided the employee remains fully retired under PERS, the District will provide medical insurance.</p> <p>Employees retiring on or after January 1, 2012 – the District will contribute toward the medical insurance premium the single-only rate for any employee who has 10 years of service with the District and who retires after reaching age 55 under the provisions of the CalPERS from the time the employee retires, provided (1) the employee remains fully</p>

El Camino CCD, continued	<p>retired under PERS, and (2) any difference in the amount between the District contribution for medical insurance and the selected medical plan premium cost shall be pre-paid by the retiree.</p> <p>If an employee chooses to retire between the ages of 50 and prior to the employee's 55th birthday, the District offers to the retiree a one-time opportunity at the time of retirement to participate in the CalPERS medical plan as noted in Article 17, Section 1 when the retiree turns 55. The District contributes the minimum CalPERS premium payment (currently \$108 per month) for an eligible retiree who elects to participate. At age 65, the retiree is responsible for the cost of medical coverage equal to the difference between the District's minimum CalPERS premium payment (currently \$108 per month) and the total cost of the selected medical plan. Note: If in the future the District receives medical insurance from other than CalPERS, then the District shall continue to pay the amount equivalent to the minimum CalPERS premium payment, but to a different medical insurance carrier other than CalPERS.</p>
Life Insurance, Long-Term Care, Long-Term Disability	District pays for life insurance and AD&D
Other	<p>Budget a minimum of \$20,000 for each fiscal year to be awarded by the Professional Growth Committee to employees for participation in educational programs, including college courses, conferences, seminars, etc, that relate to the employee's service or possible future service with the District.</p> <p>Police have a separate MOU. Vacation, Sick and Holidays the same. Medical and Dental is the same, but Police have an additional option in which the Officer may elect to have eligible dependents covered under the District's medical and dental insurance in which case the District pays 70 percent of the cost of coverage. If the Officer is covered by this Article, the District pays the cost of such dependent coverage up to the amount of the monthly premium the District pays for dependent coverage under its medical insurance plan.</p> <p>Police also have an income-protection insurance plan subject to the availability of such plan. The Officer who elects coverage by this plan pays the entire cost of coverage and may voluntarily elect to purchase a tax-sheltered annuity or annuities and enter into a written agreement for this purpose and effect a corresponding reduction in his salary.</p>

GROSSMONT-CUYAMACA CCD

Holidays	16 + 2 days for winter break and the employee birthday (19 total)
Vacation	<p>0–2 yrs - .03846 hours of vacation for each hour in paid status not including overtime, for the first 2 full assignment years with the District (10 working days if full-time)</p> <p>3–9 yrs .05769 hrs 15 working days</p> <p>10–20 yrs .07692 hrs 20 working days</p> <p>21–24 yrs .08077 hrs 21 working days</p> <p>25–30 yrs .08461 hrs 22 working days</p> <p>31 + yrs .08846 hrs 23 working days</p> <p>Up to 10 days may be carried over to the next year, and any balance shall be paid to the bargaining unit member at the end of the fiscal year following the year in which the vacation is accumulated.</p> <p>Three years after the original hire date, a classified bargaining unit member receives one optional vacation day each year. The optional day may not be carried over to the next year.</p>
Sick Leave	<p>One day of sick leave per each month of employment. Regular sick leave shall be paid at the full rate of pay; after all regular sick leave has been used, the bargaining unit member shall be paid on the basis of 50% of the regular salary. Days paid at full salary when combined with days paid at 50% of salary cannot exceed 100 days per year. Any unused portion of the monthly sick leave in any year, up to 12 days per year, is cumulative from year-to-year without limit.</p>
Medical, Dental and Vision	<p>The District shall pay premiums for active regular classified employees and their eligible dependents for Medical, Dental, Vision, Basic Life and Long-Term Disability. Employee has the option to add additional life insurance, participate in Section 125 plan. AFLAC, legal plan and UNUM long-term care plan.</p> <p>Kaiser HMO</p> <p>UnitedHealthcare HMO1/HMO2/HMO3/PPO</p> <p>VSP, Vision Service Plan</p> <p>Optum Chiropractic & Acupuncture</p> <p>Employee Assistance Program</p> <p>DeltaCare DHMO</p> <p>Delta PPO</p>
Retirement	<p>Retirement Incentive Program – The stipend is based on years of service to the District in classified service: 10–14 years \$2,000; 15–19 years \$4,000; 20–24 years \$6,500; 25–29 years \$10,000; 30+ years \$15,000</p>

Grossmont-Cuyamaca CCD, continued
 Retiree Benefits

- The District shall pay premiums for medical and dental insurance for eligible retired employees who have completed 10 years of service as permanent classified employees.
1. Retirees and dependents in HMO and/or network service areas will be covered by Kaiser or the self-funded plan.
 2. Retirees and dependents outside the HMO and/or network service areas will be covered by optout or the self-funded plan through the three out-of-network benefits.
 3. Retirees residing in HMO and network service areas may change between Kaiser and the self-funded plan during the open enrollment periods.
 4. Retirees residing outside the Kaiser service areas may change from Kaiser to the self-funded plan during the open enrollment period but may not change from the self-funded plan to Kaiser.

The District discontinues paying for medical and dental insurance premiums for retirees and their dependents in accordance with retiree's eligibility for Medicare enrollment. When an eligible regular classified employee or retiree dies, the District will continue to pay the premiums for medical and dental insurance for the surviving spouse and eligible dependents for two years from the date of the death of the unit member. Thereafter, the spouse and eligible dependents shall have the option of continuing the benefits at their expense at the premium level prescribed by the insurance carrier and governmental regulations.

<p>Life Insurance, Long-Term Care, Long-Term Disability</p>	<p>\$50,000 Term life insurance; Long-term disability 66 2/3 % of Your Basic Monthly Earnings, less Other Income Benefits; or the Maximum Monthly Benefit. The Maximum Monthly Benefit is \$7,000, less any Other Income Benefits.</p>
<p>Other</p>	<p>Professional Growth – reimbursement for enrollment feed for District classes + \$25/unit for books. Also have a technology fund, scholarship fund and fund for developing workshops.</p>

LONG BEACH CCD

Holidays	16 paid holidays
Vacation	<p>1–3 yrs - 14 days. Add 2 days per year every 3 years up to year 20. Add one day per year every 5 years until max is reached at year 35 of 26 days per year (calculated hourly and pro-rated)</p> <p>Max carryover scales with vacation allowance and starts at 20 days and maxes at 38 days.</p>
Sick Leave	<p>Twelve Calendar Month Employees-13 days Eleven Calendar Month Employees- 12 days Academic Year or 217-Day Employees -11 days</p> <p>Pro-rated for part-time employees. Credited at the beginning of the calendar year and no maximum accrual.</p> <p>Eligible for 100 days of supplemental sick leave. Benefits provided during the 100 workdays will be at 50% of regular salary.</p>
Medical, Dental and Vision	<p>The employee contributes 4% (single), 6% (two-party), or 8% (family) of each year’s total health and welfare benefit premiums.</p> <p>Kaiser HMO Anthem HMO Anthem PPO Delta Dental HMO and PPO VSP Vision PPO Optional Section 125 Flexible Benefit Plan, Unum</p>
Retiree Benefits	<p>Tiered plan - Hired before Feb 15, 1995 qualifies for District-paid hospital/medical benefits with 12 years or more of service can opt for a fixed coverage up to a certain age or one year of District-paid hospital/medical benefits for every three years of full-time District service.</p> <p>Retire 1995 – June, 2008 one year of District-paid hospital/medical benefits for every three years of full-time District service.</p> <p>After July 1, 2008 shall contribute to the cost of the medical premium at the dollar amount equivalent to 3% (single payer), 5% (employee + 1 dependent), and 7% (employee + 2 or more dependents) of the premium costs as of July 1, 2008.</p>
Life Insurance, Long-Term Care, Long-Term Disability	<p>Basic Life and AD&D benefits are paid entirely by Long Beach City College. Long-term disability 60% of regular monthly income up to \$10,000 per month. Voluntary Term Life</p>
Other	<p>Paid release time of up to ½ hour three times per week at the beginning or end of their shift or immediately before or after lunch to actively enroll in and attend a Health and Wellness Center class. The employee must match every ½ hour of paid release time utilized with 1/2 hour of his/her own non-duty time to attend the class.</p>

RANCHO SANTIAGO CCD

Holidays	22 vacation days
Vacation	0–5 yrs - 1 day/ mo (12 days/yr) 5–10 yrs - 1.5 day/ mo (18 days/yr) 10+ yrs - 2 day/ mo (24 days/yr) 54-day maximum accrual. District will cash out up to 50% of annual vacation accrual for documented hardship.
Sick Leave	12 days per year pro-rated for PT employees. No max accrual. Eligible for 100 days of supplemental sick leave. Benefits provided during the 100 workdays will be at 50% of regular salary.
Medical, Dental and Vision	\$1350/yr for employee health and dental with a total max of \$24,909 (10% increase/yr) Anthem PPO Anthem HMO Delta Dental PPO and HMO Optional VSP Vision Section 125 Flexible spending plan. District pays for Employee Assistance Program
Retirement	Hourly employees not enrolled in PERS will be enrolled in PARS in lieu of social security. Employee contributes 6.2% and District contributes 1.3%.
Retiree Benefits	District pays health and dental for employees and dependents. Eligible employees worked 15 years with the District. Hired after July 1986 receive benefits until age 70; hired after July 1990, same benefits as current employees.
Life Insurance, Long-Term Care, Long-Term Disability	District provides a minimum of \$50,000 life insurance. Max annual salary.
Other	Professional Growth – \$500 up to a max of seven increments.

SAN DIEGO CCD

Holidays	<p>15 holidays + non-holiday work days December 25–January 1 (differs for Police – see below)</p> <p>For Police – If a holiday falls on a workday when an employee, other than College Service Officer - Weekend/Holidays, is not assigned to work, he/she is granted an equivalent day off during the pay period. If the holiday results in a three-day weekend, the rescheduled day off will result in a three-day weekend. Employees will be granted an additional day’s pay at straight time compensation for any weekday that falls during the period December 25 and January 1 and is not one of the aforementioned 15 holidays.</p>
Vacation	<p>1–4 yrs - 12 days/yr</p> <p>5–10 yrs - 17 days/yr</p> <p>11–19 yrs - 22 days/yr</p> <p>20+ yrs - 25 days/yr</p> <p>Max accrual 2x annual allowance.</p>
Sick Leave	<p>8 hrs per month. Up to 100 half salary days per year.</p>
Medical, Dental and Vision	<p>Participates in VEBA (Voluntary Employee Benefit Association). The District contributes up to \$987.36 per month toward the cost of the premium (which includes coverage for the unit member, spouse or domestic partner and dependents) for any of the medical insurance plan options offered by the District.</p> <p>The District contributes up to \$131.36, a month for a group dental plan providing a maximum \$2,000 of annual coverage for eligible unit members and their families (which includes coverage for spouse or domestic partner, and dependents).</p> <p>The District contributes up to f \$21.72 a month for a group vision plan for eligible unit members and their families (which includes coverage for spouse or domestic partner, and dependents).</p> <p>Section 125 Flexible Spend Plan</p> <p>Police contributions are tied to any increases received by the Management Unit, which currently are the same as the Classified units.</p>
Retiree Benefits	<p>Medical contribution equivalent to current employees for all retirees who have worked for the SDCCD for a minimum of 20 years and are between the ages of 60 and 64 inclusive. Retirees who do not meet the above qualifying criteria may continue to participate in the medical plan option of their choice by paying premiums to the District in advance.</p> <p>Police are covered by Public Safety PERS.</p>
Life Insurance, Long-Term Care, Long-Term Disability	<p>District provides \$50,000 in life insurance coverage for Classified Employees; \$25,000 for Police.</p>
Other	<p>\$2,000 computer loan program.</p> <p>Professional growth up to \$2,000 – \$5,000 per year depending on bargaining unit.</p>

SOUTHWESTERN

Holidays	16 holidays
Vacation	<p>One year through five years - 12 days annually</p> <p>Six years through ten years - 16 days annually</p> <p>Eleven years through fifteen years - 19 days annually</p> <p>Sixteen years and above - 20 days annually</p> <p>Employees having more than 40 days of accumulated vacation as of as of September 30 annually will be required to provide the Director of Human Resources with a plan for reducing the balance to 40 days or less of accumulated vacation by June 30 of the following year.</p>
Sick Leave	One day of sick leave for each month of employment prorated. No max. Eligible for 100 days of supplemental sick leave. Benefits provided during the 100 workdays will be at 50% of regular salary.
Medical, Dental and Vision	<p>\$5,200 annually to the health and welfare benefits for each full-time Bargaining Unit Member.</p> <p>District pays 100% for Kaiser for employee and Delta Dental for employee + dependents. Employee pays the difference for Kaiser dependent coverage, United Health HMO and PPO Plans and vision.</p> <p>Optional plans for UNUM, AFLAC.</p>
Retiree Benefits	<p>The District will continue to provide medical insurance coverage for all full-time Bargaining Unit employees who retire prior to age 65, until they are eligible for Medicare if they have served the District for a minimum of 15 years and have reached the age of 50.</p> <p>Medical support shall be for the retiring employee only, and shall not exceed the District maximum health and welfare benefits support program. The retiree and his/her eligible dependents may elect to participate in the District's dental plan at the employee's own expense.</p>
Life Insurance, Long-Term Care, Long-Term Disability	District pays for \$25,000 life insurance policy.
Other	

CITY OF CARLSBAD

Holidays	11 paid holidays (for classified ees add 1 floating holiday to be eliminated in 2017)
Vacation	<p>1–5 yrs - 13 mins/day (7 days/yr)</p> <p>6–10 yrs - 20 mins/day</p> <p>11 yrs - 21 mins/day</p> <p>12 yrs - 22 mins/day</p> <p>13 yrs - 24 mins/day</p> <p>14 - 15 yrs - 25 mins/day</p> <p>16+ yrs - 26 mins/day (14 days/yr)</p> <p>Max accrual 320 hours. Once each February, employees can voluntarily convert up to 80 hours of accrued vacation to cash, provided they have used at least 80 hours of vacation during the prior calendar year.</p> <p>Police: Once each January, employees can voluntarily convert up to 160 hours of accrued vacation to cash, provided they have used at least 80 hours of vacation during the pay periods that fall within the prior calendar year.</p> <p>Occasionally police employees on vacation leave are needed for work assignments. Employees returning to work during vacation leave will be compensated as follows:</p> <p>(a) Court – Mandated court appearances during the time of an employee's paid vacation leave from City service will be compensated at time and one half the employee's regular rate of pay, with a minimum of four hours.</p> <p>(b) Duty Time – Employees returning to their regularly scheduled work time while on vacation leave shall be paid their applicable regular rate of pay and not be charged the corresponding vacation time.</p> <p>(c) Non-Duty Time – Employees returning to work at a time other than their regularly scheduled work time while on vacation leave shall be paid at time and one half the employee's regular rate of pay.</p> <p>(d) Recall – This clause shall not limit the City's right to recall an employee from vacation in the event of an emergency.</p>
Sick Leave	<p>16 minutes sick leave with pay for each calendar day of service (5.77 hrs/mo or 8.66 days/yr)</p> <p>Any permanent employee who has accrued and maintains a minimum of 100 hours of sick leave shall be permitted to convert up to 12 days of accumulated uncompensated sick leave to vacation at a ratio of three sick leave days per one day of vacation. The sick leave conversion option will be provided during the first week of each fiscal year. Employees will not be allowed to convert sick leave to vacation if the conversion would put them over the vacation accrual maximum of 320 hours. Any permanent employee applying for retirement with the Public Employees' Retirement System may convert accrued and unused sick leave time to extend service time in the system at the ratio of 25 days of accrued sick leave to one month of extended service.</p>
Medical, Dental and Vision	<p>City will contribute the following monthly amounts (called Benefits Credits) on behalf of each active CCEA employee and eligible dependents toward the payment of 1) medical premiums under the CalPERS Health Program, 2) contribution of some or all of the premium for dental coverage or vision coverage and 3) contributions in the name of the employee to the City's</p>

City of Carlsbad, continued	<p>flexible spending account(s):</p> <p>For employees with Employee coverage, the City contributes \$596 per month. Employee Plus One coverage, the City contributes \$1,066 per month. Family coverage, the City contributes \$1,398 per month. The employee pays the difference if actual premium is higher.</p>
Retirement	<p><u>Classified and non-sworn POA:</u></p> <p><i>Classic Members:</i> Enter before Nov. 28, 2011 - The retirement formula is 3% @ 60; single highest year final compensation. After Nov. 28, 2011 2% @ 60; three-year average final compensation.</p> <p>Miscellaneous employees subject to the 3% @ 60 benefit formula pays all of the employee retirement contribution (8%).</p> <p>Miscellaneous employees subject to the 2% @ 60 benefit formula pays all of the employee retirement contribution (7%)</p> <p><i>New Members:</i> 2% @ 62; three year average final compensation</p> <p>Miscellaneous employees who meet the definition of New Member under PEPRA pay one half of the normal cost rate associated with their benefit plan.</p> <p><u>Sworn Police:</u></p> <p><i>Classic Members:</i> Enter before Nov. 28, 2011 - The retirement formula is 3% @ 60; single highest year final compensation. After Nov. 28, 2011 2% @ 60 - three-year average final compensation.</p> <p>Miscellaneous employees subject to the 3% @ 60 benefit formula pay all of the employee retirement contribution (8%).</p> <p>Miscellaneous employees subject to the 2% @ 60 benefit formula pay all of the employee retirement contribution (7%).</p> <p><i>New Members:</i> 2.7% @ 57; three-year average final compensation.</p> <p>Miscellaneous employees who meet the definition of New Member under PEPRA pay one half of the normal cost rate associated with their benefit plan.</p>
Retiree Benefits	<p>The City contributes the minimum amount per month for retiree medical under Cal PERS Health Program. Retiree pays full medical and dental.</p>
Life Insurance, Long-Term Care, Long-Term Disability	<p>City provides life insurance at one times basic yearly earnings and LTD insurance up to 60% of basic monthly earnings.</p>
Other	<p>EAP Program for substance abuse only.</p> <p>Police Education Incentive – The City pays \$62 biweekly for employees who have a Basic POST Certificate or equivalent experience and education, \$152 biweekly for employees who have an Intermediate POST Certificate or equivalent experience and education, and \$218 for those who have an Advanced POST Certificate or equivalent experience and education.</p>

CITY OF ESCONDIDO

Holidays	10 days															
Vacation	<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Years of Service</th> <th style="text-align: left;">Accrual</th> <th style="text-align: left;">Sworn Police Accrual</th> </tr> </thead> <tbody> <tr> <td>1 to 5</td> <td>96 hours</td> <td>102 hours</td> </tr> <tr> <td>6 to 10</td> <td>136 hours</td> <td>144.5 hours</td> </tr> <tr> <td>11 to 15</td> <td>176 hours</td> <td>187 hours</td> </tr> <tr> <td>16 to 20</td> <td>216 hours</td> <td>229 hours</td> </tr> </tbody> </table> <p>Four hours of vacation time in lieu of the past practice of granting an informal four hours off during the holiday season. This additional vacation is added to the vacation balances of each employee on the first payday in October every year. (Sworn Police do not get this benefit)</p>	Years of Service	Accrual	Sworn Police Accrual	1 to 5	96 hours	102 hours	6 to 10	136 hours	144.5 hours	11 to 15	176 hours	187 hours	16 to 20	216 hours	229 hours
Years of Service	Accrual	Sworn Police Accrual														
1 to 5	96 hours	102 hours														
6 to 10	136 hours	144.5 hours														
11 to 15	176 hours	187 hours														
16 to 20	216 hours	229 hours														
Sick Leave	<p>9 hours per month, no maximum accrual</p> <p>Sworn Police – 8 hours per month, no maximum accrual</p>															
Medical, Dental and Vision	<p>City pays for lowest-cost health insurance as of Jan 2013, City splits insurance premium increases with employees after that date. (Police rates are as of Jan, 2014)</p> <p>Current monthly HMO rates, beginning January 1, 2015:</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">HMO (Currently Kaiser):</th> <th style="text-align: left;">City</th> <th style="text-align: left;">Employee</th> </tr> </thead> <tbody> <tr> <td>Employee Only</td> <td>\$420.74</td> <td>\$55.40</td> </tr> <tr> <td>Employee + One</td> <td>\$841.48</td> <td>\$110.80</td> </tr> <tr> <td>Family Coverage</td> <td>\$1188.00</td> <td>\$159.42</td> </tr> </tbody> </table> <p>Employees choosing a more costly level of medical coverage will participate at the above rates, and also pay the differential cost for the more expensive premium level.</p> <p>City provides employee only dental insurance and splits premium increases with employees.</p> <p>Section 125 Flexible Spend Plan</p>	HMO (Currently Kaiser):	City	Employee	Employee Only	\$420.74	\$55.40	Employee + One	\$841.48	\$110.80	Family Coverage	\$1188.00	\$159.42			
HMO (Currently Kaiser):	City	Employee														
Employee Only	\$420.74	\$55.40														
Employee + One	\$841.48	\$110.80														
Family Coverage	\$1188.00	\$159.42														
Retirement	<p>CalPERS Employee and Employer share the cost.</p> <ul style="list-style-type: none"> • Tier 1: 3% @ 60 Employee contribution rate = 8% 1 Year Average • Tier 2: 2% @ 60 Employee contribution rate = 7% 3 Year Average • Tier 3: 2% @ 62 Employee contribution rate = 6.25% 3 Year Average <p>SWORN POLICE:</p> <p>CalPERS Employee and Employer share the cost.</p> <ul style="list-style-type: none"> • Tier 1: 3% @ 50 Employee contribution rate = 9% 1 Year Avg • Tier 2: 2% @ 50 Employee contribution rate = 9% 3 Year Avg • Tier 3: 2.7% @ 57 Employee contribution = 12.25% 3 Year Avg 															
Retiree Benefits	None															

<p>City of Escondido, continued</p> <p>Life Insurance, Long-Term Care, Long-Term Disability</p>	<p>\$50,000 term life and Accidental Death & Dismemberment (AD&D) insurance coverage</p> <p>Short and Long Term disability Provider: Prudential Financial Employee pays .720% of salary</p>
<p>Other</p>	<p>EAP Program</p> <p>Voluntary - AFLAC, Legal Plan</p> <p>SWORN POLICE -</p> <p>P.O.S.T Incentive Pay for both officers and sergeants will be:</p> <p>Intermediate Certificate: 4%</p> <p>Advanced Certificate: 5.25%</p> <p>Police Sergeants holding a P.O.S.T. Supervisory Certificate will receive 2% of base pay per month in addition to the P.O.S.T. Incentive Pay for Intermediate and/or Advanced certification.</p> <p>Educational Achievement Supplement will be provided to those officers and sergeants holding the P.O.S.T. Intermediate Certificate</p> <p>Associate degree 1% of base pay per month</p> <p>Baccalaureate degree 2% of base pay per month</p>

CITY OF SAN MARCOS

Holidays	13 days per year for employees on a 9/80 work schedule
Vacation	<p>Years of Service Accrual</p> <p>1 to 5 80 hours (10 days)</p> <p>6 to 10 120 hours (15 days)</p> <p>11 + 160 hours (20 days)</p> <p>Two full year maximum accrual</p>
Sick Leave	8 hours for each month of service (96 hours annually). 800 hour maximum accrual.
Medical, Dental and Vision	<p>Employee pays 10% of premium plus 50% of any premium increase over 8% per year.</p> <p>Choice of Aetna PPO or HMO Plan or Kaiser HMO</p> <p>Voluntary DHMO or DPPO through Delta Dental</p> <p>Voluntary vision coverage through VSP</p> <p>Section 125 Flexible Benefits Plan</p>
Retirement	<p>CalPERS Employee and Employer share the cost.</p> <ul style="list-style-type: none"> • Tier 1: 2.7% @ 55 Employee contribution rate = 8% 1 Year Avg • Tier 2: 2% @ 55 Employee contribution rate = 7% 3 Year Avg • Tier 3: 2% @ 62 Employee contribution = 6.25% 3 Year Avg
Retiree Benefits	Retiree pays 100% of premium + 2% administration fee
Life Insurance, Long-Term Care, Long-Term Disability	Basic Life and AD&D 2 times annual salary. City pays the cost of short and long term disability plans.
Other	