



Working for a future without landfills...

## SUMMARY OF BENEFITS

The Authority offers an attractive benefits package, the central provisions of which are as follows:

### **MEDICAL BENEFIT**

The Authority participates in CalPERS medical benefit program. Medical plan eligibility is determined by geographic location. Prescription coverage is included in the medical plans and includes copays for brand and generic medication. The Authority contributes 91% of the premium for the employee and employee's eligible family members.

### **DENTAL INSURANCE**

The Authority provides dental coverage and contributes 91% of the premium for the employee and the employee's eligible family members.

### **VISION INSURANCE**

The Authority provides vision coverage through Vision Service Plan (VSP) and contributes 91% of the premium for the employee and the employee's eligible family members.

### **LIFE INSURANCE**

The Authority provides a minimum of \$50,000 and maximum one time annual salary life and AD&D insurance policy for non-management employees.

### **EMPLOYEE ASSISTANCE PROGRAM (EAP)**

The Authority offers services through CONCERN, EAP for employees and their families who seek assistance in areas such as stress, finances, family legal, alcohol, drugs and health. Many of these services are offered at no cost to the employee.

### **WELLNESS PROGRAM**

Employees are eligible for \$500.00 reimbursement of health or fitness club membership per calendar year.

### **EDUCATION ASSISTANCE**

Employees are eligible for \$500.00 education assistance costs per fiscal year. Effective July 1, 2014 increase Education Assistance contribution to \$1,000 and annually thereafter increase by \$250 per year up to \$2,000/year maximum in year 2018.

### **DISABILITY INSURANCE**

Long-term disability insurance is offered at no cost to employees. The Authority covers 100% of the premium for the employee. The benefit will provide up to 60% of compensation due to a non-work related disability. Employees participate in the State funded short-term disability program.

### **FLEXIBLE SPENDING ACCOUNTS**

The Authority offers optional participation in a flexible spending plan. Eligible employees may annually elect to contribute pre-tax dollars to a flexible spending account. These pre-tax dollars can be used to reimburse the employee for dependent care and family medical expenses and, as a result, reduce taxable income.

### **DIRECT DEPOSIT**

The Authority provides automatic check deposit into employees checking or savings account.

### **HOLIDAYS**

Twelve scheduled and one floating paid holidays per year.

### **COMMUNITY SERVICE**

Employees receive 24 hours of community service leave to participate in events sponsored by a non-profit organization.

### **PAID TIME OFF**

Vacation and sick leave are combined into Paid Time Off and accrual rates are based upon length of service. New employees earn 22 days per year, which then increases one day per year for the first 5 years and in certain intervals thereafter, for maximum of 33 days per year. Employees can cash out their PTO once a year according to Authority policy.

### **FLEXIBLE LEAVE**

Employees receive flexible leave that can be taken or cashed out according to Authority policy. The non-management benefit is 60 hours at January 2014.

## **RETIREMENT PROGRAMS**

### **457 DEFERRED COMPENSATION PLAN**

The Authority offers optional participation in a deferred compensation plan. Employees are eligible to participate in the Plan on the first day of employment. Employees can contribute any percentage of compensation, subject to the limits specified by the Internal Revenue Service.

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## ***RETIREMENT PROGRAMS (continued)***

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### **California Public Employees Retirement System (CalPERS) –**

Retirement for Current Members - For employees hired after 1/1/2013 who are **CURRENT MEMBERS** of CalPERS or a reciprocal agency as of 12/31/12 and have not been separated from service from such agency for six months or more, the retirement benefit shall be 2 % @ age 55; 1 year final compensation.

Management and Non-Management employees shall pay the Employee's 7% contribution up to 50% of normal costs as calculated by PERS or 8% maximum to the Public Employees Retirement System (PERS), based on the following schedule:

Authority pays:	Employee Pays:	Total
5% at July 1, 2014	2% at July 1, 2014	7%
3% at July 1, 2015	4% at July 1, 2015	7%
1% at July 1, 2016	6% at July 1, 2016	7%
0% at July 1, 2017	7% at July 1, 2017	7%
0% at January 1, 2018	8% at January 1, 2018	8% maximum

or 50% of normal costs as calculated by PERS, whichever is less.

This section only applies to PERS defined "Classic Members". All new members are subject to the Public Employees' Pension Reform Act of 2013, according to which they are required to contribute 50% of normal costs which is currently 6.25%. The Authority does not participate in Social Security; thus, employees do not bear this additional 6.2% expense.

Retirement for New Members - For employees hired 1/1/2013 or later and who **ARE NOT** a member of CalPERS or a reciprocal agency as of 12/31/12, or those who have been separated from a public agency which contracts with CalPERS or a reciprocal agency for six months or more, the retirement benefit shall be 2% at age 62; 3 year final compensation. The Employee pays the full contribution portion of 6.25%. The Authority does not participate in Social Security; thus, employees do not bear this additional 6.2% expense.

The above is for general information purposes only. If you have prior service credit with another agency or within agencies, please contact CalPERS at (888) 225-7377 to determine which retirement Tier you would be eligible. CalPERS is governed by the Public Employee's Retirement Law and the Alternate Retirement Program provision in the Government Code, together referred to as the Retirement Law. The Retirement Law is complex and subject to change. If there's any conflict between this summary and the law, the law will prevail over this summary.

### ***BENEFIT QUESTIONS:***

You may call the Human Resources Department to assist with any questions at (831) 775-3000.  
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