Non Represented Employees Hired after Feb 1, 2020

Term of Agreement	April 1, 2021 - March 31, 2022
Compensation	
Salary Increases	4/1/2022 4% 4/1/2023 1-4% (Based on CPI and min revenue levels) 4/1/2024 1-4% (Based on CPI and min revenue levels)
Health and Welfare	
Health Insurance	The District shall contribute for "CalPERS PERS Select" up to: Employee Only: $625.93 Employee + 1: $1,319.82 Employee & Family: $1,715.84 P/T is 75% of plan up to 75% of the F/T Benefit towards Medical. (max of $469.45)
Dental Insurance	The District shall pay for Employee Only Dental for F/T Employee may add dependants at their expense
Life and AD&D Insurance	$50,000 (District Paid for F/T)
Medicare	1.45 % tax paid by District and 1.45% tax paid by emloyee.
Short Term Disability (SDI)	1.1 % tax to maximum taxable wage limit, may adjust annually (District Paid)
Social Security	6.2 % tax paid by District and 6.2% tax paid by employee.
Other Benefits	
Uniform Allowances	* $500/Outdoor Fac & Grds staff or $250/Indoor Fac & Grds staff - Uniform allowance provided after 60 days employment for boot, trousers, etc. * 5 T-shirts provided by the District annually, upon hire. * Carhart type jacket or vest provided after 90 days employment and bi-annually.
Retirement System	California Public Employee Retirement System (CalPERS)

CLASSIC	**PEPRA**
CLASSIC PERS Member Formula - 2% @ 55	**PEPRA** PERS Member Formula - 2% @ 62
Employee's contribute 7% of his/her salary towards the employee's retirement contribution. ARD contributes 11.06%	Employee's contribute 7.25% of his/her salary towards the employee's retirement contribution. ARD contributes 7.73%

CalPERS 457 Plan	* Matching $250.00 towards 457 Plan for Full Time Employees * Matching $187.50 towards 457 Plan for Part Time Employees
District Discounts	Class discounts, Facility rental discounts, recreation swimming and children's Discovery club/Day camp discounts
Gym Reimbursement	Gym Reimbursements of 50%, up to $25 per month are done through payroll for employee only
LEAVES	
Bereavement	Up to 3 working days (24 hours) for purposes of bereavement following the death of a covered relative.
Holidays	11 Holidays Per year + 1 Personal Day Note: Holidays are paid for Full Time upon Hire, Personal Day after 6 months Holidays are paid for Part Time after probationary period (1 year), no Personal Day

PTO (Combination Sick & Vacation)

Hours Earned Per Years of Service:

YEAR	Hours	Max Accrual
1-2 years	140	452
3-5 years	184	496
6-10 years	224	536
11-15 years	264	576
16+ years	304	616

Hours Earned (hired after July 1, 2014):

YEAR	Hours	Max Accrual
1-2 years	107	339
3-5 years	140	372
6-10 years	170	402
11-15 years	200	432
16+ years	230	462

Note: PTO is paid out for Sick Leave after 90 days of employment.
PTO is accrued for Part Time Employees based on averge hours worked.

PTO can be bought out in June and December, in 8 hour increments, leaving 80 hours on the books.