



**Local 39 Operating Engineers, Auburn Area Recreation and Park District Benefits Summary**

<b>Term of Agreement</b>	April 1, 2021 - March 31, 2022										
<b>Compensation</b>											
<b>Salary Increases</b>											
<b>Health and Welfare</b>											
<b>Health Insurance</b>	The District shall contribute for "CalPERS PERS Select" up to: <table border="0" style="margin-left: 40px;"> <tr> <td>Employee Only:</td> <td>\$625.93</td> </tr> <tr> <td>Employee + 1:</td> <td>\$1,319.82</td> </tr> <tr> <td>Employee &amp; Family:</td> <td>\$1,715.84</td> </tr> </table> P/T is 75% of plan up to 75% of the F/T Benefit towards Medical. (max of \$469.45)					Employee Only:	\$625.93	Employee + 1:	\$1,319.82	Employee & Family:	\$1,715.84
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Employee + 1:	\$1,319.82										
Employee & Family:	\$1,715.84										
<b>Dental Insurance</b>	The District shall pay for Employee Only Dental for F/T Employee may add dependants at their expense										
<b>Life and AD&amp;D Insurance</b>	\$50,000 (District Paid for F/T)										
<b>Medicare</b>	1.45% tax paid by District and 1.45% tax paid by employee.										
<b>Short Term Disability (SDI)</b>	1.1% tax to maximum taxable wage limit, may adjust annually (District Paid)										
<b>Social Security</b>	6.2% tax paid by District and 6.2% tax paid by employee.										
<b>Other Benefits</b>											
<b>Uniform Allowances</b>	* \$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.										
<b>Retirement System</b>	California Public Employee Retirement System (CalPERS)										
	<b>CLASSIC</b>		<b>PEPRA</b>								
	<b>CLASSIC PERS Member Formula - 2% @ 55</b> Employee's contribute 7% of his/her salary towards the employee's retirement contribution. ARD contributes 11.06%		<b>PEPRA PERS Member Formula - 2% @ 62</b> Employee's contribute 7.25% of his/her salary towards the employee's retirement contribution. ARD contributes 7.73%								
<b>CalPERS 457 Plan</b>	* Matching \$250.00 towards 457 Plan for Full Time Employees * Matching \$187.50 towards 457 Plan for Part Time Employees										
<b>District Discounts</b>	Class discounts, Facility rental discounts, recreation swimming and children's Discovery club/Day camp discounts										
<b>Gym Reimbursement</b>	Gym Reimbursements of 50%, up to \$25 per month are done through payroll for employee only										
<b>LEAVES</b>											
<b>Bereavement</b>	Up to 3 working days (24 hours) for purposes of bereavement following the death of a covered relative.										
<b>Holidays</b>	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										
<b>PTO (Combination Sick &amp; Vacation)</b>	Hours Earned Per Years of Service:			Hours Earned (hired after July 1, 2014):							
	<u>YEAR</u>	<u>Hours</u>	<u>Max Accrual</u>	<u>YEAR</u>	<u>Hours</u>	<u>Max Accrual</u>					
	1-2 years	140	452	1-2 years	107	339					
	3-5 years	184	496	3-5 years	140	372					
6-10 years	224	536	6-10 years	170	402						
11-15 years	264	576	11-15 years	200	432						
16+ years	304	616	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 average hours worked.											
PTO can be bought out in June and December, in 8 hour increments, leaving 80 hours on the books.											