



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

Term of Agreement	April 1, 2023 - March 31, 2024																																								
Compensation																																									
Salary Increases	4/1/2023 4% 4/1/2024 1-4% (Based on CPI and min-revenue levels)																																								
Health and Welfare																																									
Health Insurance	<p>The District shall contribute for "CalPERS PERS Select" up to:</p> <table style="margin-left: auto; margin-right: auto; border: none;"> <tr> <td></td> <td style="text-align: right;">Current</td> </tr> <tr> <td style="padding-left: 40px;">Employee Only:</td> <td style="text-align: right;">\$659.94</td> </tr> <tr> <td style="padding-left: 40px;">Employee + 1:</td> <td style="text-align: right;">\$1,319.87</td> </tr> <tr> <td style="padding-left: 40px;">Employee & Family:</td> <td style="text-align: right;">\$1,715.84</td> </tr> </table> <p>P/T is 75% of plan up to 75% of the F/T Benefit towards Medical. (max of \$469.45)</p>			Current	Employee Only:	\$659.94	Employee + 1:	\$1,319.87	Employee & Family:	\$1,715.84																															
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Dental Insurance	<p>The District shall pay for Employee Only Dental for F/T</p> <p>Employee may add dependants at their expense</p>																																								
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 employee.																																								
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	<ul style="list-style-type: none"> * \$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 12.63%	Employee's contribute 8.25% of his/her salary towards the employee's retirement contribution. ARD contributes 8.0%																																							
CalPERS 457 Plan	<ul style="list-style-type: none"> * 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	<p>11 Holidays Per year + 1 Personal Day</p> <p>Note: Holidays are paid for Full Time upon Hire, Personal Day after 6 months</p> <p style="padding-left: 40px;">Holidays are paid for Part Time after probationary period (1 year), no Personal Day</p>																																								
PTO (Combination Sick & Vacation)	Hours Earned Per Years of Service:																																								
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PTO can be bought out in June and December, in 8 hour increments, leaving 80 hours on the books.																																									