



Hourly Employee Benefits

Term of Agreement	April 1, 2025 - March 31, 2026					
Compensation						
Salary Increases	4/1/2025 2.5% 4/1/2026 1-4% (Based on CPI and min revenue levels)					
Health and Welfare						
Health Insurance	The District shall contribute for "CalPERS PERS Select" up to: <div>Employee Only: \$900.02 Employee + 1: \$1,800.04 Employee & Family: \$2,340.06</div> P/T is 75% of plan up to 75% of the F/T Benefit towards Medical. (max of \$675.02)					
Dental Insurance	The District shall pay for Employee Only Dental for F/T Employee may add dependants at their expense Part time employees over 30 hrs, may elect Dental at their exp					
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)	1.3 % 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 12.63%		Employee's contribute 8.25% of his/her salary towards the employee's retirement contribution. ARD contributes 8.27%			
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 membership reimbursements of 50%, up to \$25 per month are done through payroll for 20+ hour average employee only					
LEAVES						
Bereavement	Up to 4 working days (32hours) 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 only are paid for Part Time EE's that average 20+ hrs after probationary period (1 year)					
PTO (Combination Sick & Vacation)	Hours Earned Per Years of Service:			Hours Earned (hired after July 1, 2014):		
	YEAR	Hours	Max Accrual	YEAR	Hours	Max Accrual
	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.					