

CONEJO RECREATION AND PARK DISTRICT BENEFIT SUMMARY

Rev. 1/25	General Employees (Full-Time)	Management Group	Administrators	General Manager
	Same as general employees, unless otherwise noted			
Term of MOU	2 yr (7/1/23 - 6/30/25)	n/a	n/a	n/a
CAFETERIA PLAN CONTRIBUTION <small>(in addition to Min Employer Contribution below)</small>	<u>Eff. 7/1/24</u> <u>Eff 1/1/25</u> EE Only: \$ 878 \$ 931 EE + 1: \$1,457 \$1,545 EE + 2+: \$1,857 \$1,969			
	Notes	To use only for medical, dental and life premiums; employee pays premiums over allowance		
	Annual Increase	2/3 of the Avg increase of individual plan rates as reported by CalPERS, up to max of 6%		
Minimum Employer Contribution <small>(for medical premium only)</small>	\$15 in 2025			
Health Insurance Opt Out Option	Yes \$200 / month			
MEDICAL Other Health Plan? Employer medical contribution	CalPERS Health Plans No see above			
DENTAL Employer contribution <small>(pd with Cafeteria Plan Contribution)</small>	Nippon up to \$195.59/mth premium/employee			
Group Term Life Employee Life/AD&D <small>(Employer paid with Cafeteria Plan Contribution)</small>	The Standard 1x annual salary up to \$60k \$0.26 / \$1,000			+ \$150 / mth
VISION Reimbursement of expenses	No insurance provider \$300 / yr / employee			\$300 / yr
Employee Assistance Plan (EAP) Employer paid	AnthemEAP			
DEFERRED COMPENSATION	MissionSquare Retirement			
457(b) Plan - Employee Contributions	Up to IRS limits			
401(a) Plan - District Contributions	No		3% of IRS normal limit to 401(a) (\$705 - 2025)	\$7,680 / yr or 33% of IRS normal limit, whichever is greater
RETIREMENT Member contribution % formula EPMC reported as income? Final Compensation	CalPERS - all eligible members Member pays 2% @ 55 (hire before 12/4/09) 2% @ 60 (hire after 12/4/09) <u>2% @ 62 (eff 2013 - PEPRA)</u> No, not applicable Mbr prior to 2013: Single highest year; Otherwise New Member: Three year average (PEPRA)			
Retirement Stipend	<u>Min contribution (\$158 - 2025)</u> Hired full-time before 7/1/09: Stipend based on whole yrs of full-time service (\$75 + \$15/yr of svc, increases each full yr retired by lesser of CPI or \$15 Hired full-time after 7/1/09: Not eligible (Min only)	Hire before 7/1/09 Employee only medical premium paid based on pre-retirement plan option upon retirement with 10+ yrs service; otherwise Min only	Hire before 7/1/09 Emp & dependent(s) Medical premium paid based upon pre- retirement plan option with 10+ yrs service; otherwise Min only	Hire before 7/1/09 Emp & dependent(s) Medical premium paid based upon pre- retirement plan option with 10+ yrs service; otherwise Min only

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LEAVES, HOLIDAYS				
Holiday hours	80 hours (10 days)			
Floating holiday hours	27 hours			
VACATION (based on service years)				
A. min days accrued per year / # years	10 / up to 5 yrs		15 days + 1 day/yr	20 days + 1 day/yr
B. max days accrued per year / # years	20 / up to 20+ yrs		up to 20 days/yr	up to 30 days/yr
Vacation cash out	Up to 80 hrs/yr (under certain circumstances)			
SICK Leave				
A. hrs accrued per year	96 hours (12 days)			
B. maximum accrual	no max			
Sick Leave Conversion				
A. Upon termination	<u>No cash out</u>			
B. Upon retirement	Credited to service yrs w/CalPERS <u>OR</u> w/10+ yrs service cash out up to 2,500 hours at 50%			
DISABILITY BENEFIT (employer paid)	50% of salary up to \$475 per pay period after 30 day elimination period (up to 6mo, may be extended with GM apprvl)			
OTHER BENEFITS				
Car Allowance	No	\$100-\$200 / mth (select positions)	\$275-\$325 / mth	\$500 / mth
Mileage Reimbursement Amount	Standard federal rate			
Physical - \$ max paid / frequency	No		Reimburse \$300-\$500 deductible / yr	
Tuition Reimbursement	Yes			
Computer Purchase Program Loan / Term (i.e., interest/repayment program)	\$3,000 0% / 2yrs			
Wellness	No			\$50 / mth
PAY PROGRAM				
Is employee group on merit step increase? What % increase?	Yes / 5% between steps			
Does group receive COLA?	Yes			No
COLA	6% eff. 7/1/23 4% eff. 7/1/24			(see GM contract)
Community Service Allowance	No	No	\$50 / mth	\$100 / mth
EMPLOYEE-PAID OPTIONAL BENEFITS				
Health Care Flexible Spending Account	\$3,300/yr max 2025			
Dependent Care Flexible Spending Acct	\$5,000/yr max			
Dependent Life insurance	\$5,000 / \$1.64 premium/mth			