

## 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			
<b>Term of MOU</b>	2 yr (7/1/23 - 6/30/25)	n/a	n/a	n/a
<b>CAFETERIA PLAN CONTRIBUTION</b> <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%		
<b>Minimum Employer Contribution</b> <small>(for medical premium only)</small>	\$158 in 2025			
Health Insurance Opt Out Option	Yes \$200 / month			
<b>MEDICAL</b> Other Health Plan? Employer medical contribution	CalPERS Health Plans No see above			
<b>DENTAL</b> Employer contribution <small>(pd with Cafeteria Plan Contribution)</small>	Nippon up to \$195.59/mth premium/employee			
<b>Group Term Life</b> 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
<b>VISION</b> Reimbursement of expenses	No insurance provider \$300 / yr / employee			\$300 / yr
<b>Employee Assistance Plan (EAP)</b> Employer paid	AnthemEAP			
<b>DEFERRED COMPENSATION</b>	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
<b>RETIREMENT</b> 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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<b>HOLIDAYS &amp; Other</b> Holiday hours Floating holiday hours	80 hours (10 days) 27 hours			
Exempt Leave (FLSA Exempt only)	8 hours per quarter (for FLSA exempt employees only)			
<b>VACATION</b> (based on service years) A. min days accrued per year / # years B. max days accrued per year / # years Vacation cash out	10 / up to 5 yrs 20 / up to 20+ yrs Up to 80 hrs/yr (under certain circumstances)		15 days + 1 day/yr up to 20 days/yr	20 days + 1 day/yr up to 30 days/yr
<b>SICK Leave</b> A. hrs accrued per year B. maximum accrual <b>Sick Leave Conversion</b> A. Upon termination  B. Upon retirement	96 hours (12 days) no max  <u>No cash out</u>  Credited to service yrs w/CalPERS <u>OR</u> w/10+ yrs service cash out up to 2,500 hours at 50%			
<b>DISABILITY BENEFIT</b> (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)			
<b>OTHER BENEFITS</b> Car Allowance Mileage Reimbursement Amount Physical - \$ max paid / frequency Tuition Reimbursement Computer Purchase Program Loan / Term (i.e., interest/repayment program) Wellness	No Standard federal rate No Yes \$3,000 0% / 2yrs No	\$100-\$200 / mth (select positions)	\$275-\$325 / mth  Reimburse \$300-\$500 deductible / yr	\$500 / mth      \$50 / mth
<b>PAY PROGRAM</b> Is employee group on merit step increase? What % increase? Does group receive COLA? COLA	Yes / 5% between steps  Yes 6% eff. 7/1/23 4% eff. 7/1/24			No (see GM contract)
Community Service Allowance	No	No	\$50 / mth	\$100 / mth
<b>EMPLOYEE-PAID OPTIONAL BENEFITS</b> Health Care Flexible Spending Account Dependent Care Flexible Spending Acct Dependent Life insurance	\$3,300/yr max 2025 \$5,000/yr max \$5,000 / \$1.64 premium/mth			