



## AGENCY BENEFITS PACKAGE

- PERS Retirement: 2% of highest annual salary at age 62, 5-year vesting.  
{Prior Public Service before 2013 is 2% @ 55 – without a 6-month gap in service}
- Flexible Benefits Package \$28,838 annually to go towards:
  - ~Medical Insurance: Choice of PPO or HMO Plans
  - ~Deferred Compensation Program (pre-tax and post-tax) available (457 Plan)
  - ~Employee cost share of CalPERS
  - ~Retirement Health Savings (RHS) Plan available
- Additional amounts above what is provided in the Flexible Benefits Package may be contributed by employee to Deferred Compensation Program (pre-tax and post-tax) available (457 Plan)
- 5% of base pay rate placed into 401(a) account by Agency
- Vacation: 10 days per year; with years of service, maxing out to 20 days per year, based on years of service
- Vacation pay out option available
- 40 hours of flex time leave per fiscal year
- Paid Holidays: 13 days per year
- Sick leave: 12 days per year
- Life, Dental and Vision Insurance: 100% paid by Agency for employee and dependent(s)
- Tuition Reimbursement up to IRS non-taxable amount per IRC Section 127, after 12 months of employment
- Employee Assistance Program
- Long-Term Disability: 100% premium paid by Agency with coverage of up to 66 2/3% of salary allowable income in coordination with State Plans
- Interest Free Computer Loan Program up to \$3,000 after 12 months of employment
- Professional development, seminars, and conferences
- 9/80 Work Schedule
- Remote Work Policy

The Agency **does not** participate in the Social Security program, except for the mandatory 1.45% Medicare Contribution