

PEBBLE BEACH COMMUNITY SERVICES DISTRICT

SUMMARY OF EMPLOYEE BENEFITS

1. Retirement Plan:

The District provides retirement benefits to its employees through a contract with California Public Employees Retirement System (CalPERS). The retirement plan for existing CalPERS members is based on a formula of 2.5% per year of service at age 55. The formula for new CalPERS members is 2.0% per year of service at age 62.

2. Supplemental Retirement Plan:

District employees are not covered under Social Security. Instead, the District has established a private Supplemental Retirement Plan (Plan), which takes the place of Social Security (except for Medicare). Employees are required to participate in the Plan as soon as they are employed by the District. Funding for the Plan includes employee payroll deductions and the matching District contributions which would normally be required for Social Security. Proceeds are deposited in individual retirement investment accounts managed by the employee (except for a relatively small amount used to purchase disability insurance). The District withholds the required amount from employee wages for Medicare, so employees still qualify for these senior years' medical benefits even though the District is not a member of the Social Security system.

3. Deferred Compensation Plan:

After six months of employment, all employees who achieve regular, full-time status have the option to participate in a Plan which allows the voluntary deferral of compensation of their salary up to a legally established limit. The amount deferred and any investment earnings are not subject to taxation until distribution after retirement or for an unforeseeable emergency.

4. Health Insurance:

The District provides group health, dental and vision plans that combines a Health Savings Account (HSA) with High Deductible medical plan, for all regular employees and their eligible dependents after one month of continuous employment.

5. **Retirement Health Savings (RHS) Plan:**

The District has a retirement health savings plan to assist employees in reducing the financial impact of healthcare costs during their retirement. The RHS Plan is financed jointly by the employee and employer contributions. Employees contribute 1% of their salary into their own individual accounts on a tax-free basis monthly. The District contribution is equal to 2% of the total District regular payroll divided by number of employees. The funds accumulated can be used to pay for employees or their dependants' health insurance or medical expenses on a tax-free basis when separated from employment. The individual accounts are managed by the employees.

6. **Vacation Leave:**

Employees with two or less consecutive years of service with the District accrue ten days of annual paid vacation; those with more than two years of service accrue fifteen days; and, employees with more than ten years of service are entitled to twenty days paid vacation. Regular vacation leave can be accrued to a maximum of thirty days.

7. **Holiday Leave:**

The District observes 13 paid holidays.

8. **Sick Leave:**

Sick leave is accrued at the rate of one and one-quarter days for each month of service up to a maximum of 150 days.

9. **Education Support:**

The District encourages self-initiated education and training related to employees' present work or in preparation for future opportunities within the District and for career advancement within their field of work. The District will reimburse employees for expenses for approved courses of study based on certain criteria.

10. **Employee Assistance Program:**

The Employee Assistance Program has been designed to provide confidential professional consultation, support, advice, referral and follow-up for employees experiencing personal problems, including marital, family, addiction or financial difficulties.