



NORTH BAY REGIONAL CENTER
BENEFITS & CONDITIONS OF EMPLOYMENT
EFFECTIVE JANUARY 1, 2024

- ◆ Medical Insurance – *Effective 1st of month after hire date.*
 - *NBRC contributes \$900 for Employee Only coverage, \$1,568 for Employee + 1 dependent coverage, and \$1,793 for family coverage. NBRC pays \$150 to each employee who waives medical coverage with proof of other current medical coverage.*

- ◆ Dental Insurance - (*Effective 1st of month after hire date*)
 - Ameritas PPO Dental (*\$25 Individual deductible, \$75 Family deductible, 80/20 split, 50/50 split for orthodontia*)
 - NBRC pays 100% of Employee Only coverage, Employee + 1 dependent is \$31.60 per month, and Family coverage is \$90.60 per month.

- ◆ Vision Insurance - (*Effective 1st of month after hire date*)
 - Ameritas – VSP Choice Network (*\$10 co-pay for exam, \$25 co-pay for lenses or frame*)
 - Employee Only coverage is \$5.00 per month, Employee + 1 dependent is \$11.68 per month and Family coverage is \$18.80 per month.

- ◆ Flexible Spending Account (*maximum before tax contribution for Health Care \$3,200* or Dependent Child Care is \$5,000**)
 - Health Care FSA can pay for out-of-pocket expenses for medical, dental, vision, prescriptions, orthodontics, etc.
 - Dependent Care FSA can pay for day care, after school program and elder care programs.
 - Plans are governed by the IRS*, unused funds do not carryover to next year and are not refundable, plan includes a grace period.

- ◆ Long Term Disability, Life and AD&D Insurance and Employee Assistance Plan (EAP) (*Effective 1st of mo., 30 days after hire date*)
 - No cost for disability premiums - *max benefit is 66 2/3% of monthly earnings after 60 days of disability*
 - No cost for life insurance - *3 times annual salary to a maximum of \$400,000*

- ◆ California Public Employee Retirement System (CalPERS) Pension Plan (*Effective on date of hire*)
 - Funded by employee/employer
 - Employee portion is a percentage of your wages
 - 7% for Classic members and 7.75% for PEPRA members
 - Employer pays into pension funding
 - Five-year vesting period
 - CalPERS Pension Plan is in lieu of Federal Social Security

- ◆ CalPERS 457 Supplemental Retirement Benefits
 - All funded by employee contribution

- ◆ Pay Dates/Pay Period
 - Submit time sheets on the 15th and end of the month
 - Paid on the 10th and 25th of each month
 - Time worked from 1st to 15th of the month paid on the 25th
 - Time worked from the 16th to month end paid on the 10th

- ◆ Vacation Accrual
 - *Vacation Accrual begins at hire; accrual can be used after 3 months of employment*
 - 80 Hours for employees' 1st year.
 - Increases to 120 hours per year for years 2 through 6.
 - Increases to 160 hours per year for years 7 through 15.
 - Increases to 200 hours per year for years 16 through 19.
 - Increases to 220 hours per year after 20 years of service.
 - *The maximum accrual amount is 280 hours before accrual stops*

- ◆ Sick Leave
 - *Sick Leave can be used immediately after hire date/accrual available*
 - Accrued at 4.0 hours per pay period
 - Maximum accrual is 405 hours
 - Use for illness or injury of self or immediate family member
 - Use for medical, dental appointments and additional bereavement leave

- ◆ Bereavement Leave
 - Up to 40 hours for death in the family or household
 - May use sick leave for additional time

- ◆ Educational Leave
 - Up to 80 paid working hours per year may be granted after 6 months employment to attend training that will advance the employee's career or maintain licensure

- ◆ Language Differential
 - For those speaking and writing other than English - \$200 per month
 - For those speaking a language other than English - \$150 per month
 - For those using American Sign Language - \$200 per month

- ◆ Paid Holidays
 - 15 Holidays
New Year's Day, Martin Luther King, Jr. Day, Presidents Day, Cesar Chavez Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Indigenous Peoples' Day, Veterans Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve.

- ◆ New Hire Orientation
 - Thirty-day training and orientation.
 - Nine-month comprehensive training program.

- ◆ 9 Month Probationary Period
- ◆ 6 Month Probation for Managerial and Confidential employees

- ◆ Bargaining Unit - Service Employees International Union (SEIU) 1021
 - 30 Days to Decide One of 3 Options
 - Full Member - Dues = 1.65% of monthly salary
 - Service Fee Payer - Dues = about 1.02% of gross wages
 - Religious Exemption - Contribute funds to not-for-profit