



NORTH BAY REGIONAL CENTER **BENEFITS & CONDITIONS OF EMPLOYMENT 2019**

- ◆ **Medical – Effective 1st of month after hire date. NBRC contributes \$687 for single employee and \$1,443 for employee +one dependent towards employee medical and dental; employee pays the remainder, if insuring more than one dependent. NBRC also contributes \$130 to each employee not using dependent coverage.**
- ◆ **Flexible Spending Account (before tax contribution for dependent child care is \$5,000)**
 - Can be used for your share of health/dental premiums or child care
 - Unused funds do not carryover to next year and are not refundable
- ◆ **Dental (Effective 1st of month after hire date)**
 - Aetna Dental (\$25 deductible, 80/20 split, 50/50 split for orthodontia)
 - Aetna Dental Maintenance Organization - lower out of pocket costs
- ◆ **Long Term Disability and Life Insurance (Effective 1st of mo., 30 days after hire date)**
 - No cost for disability premiums - max benefit is 60% of monthly earnings after 60 days of disability
 - No cost for life insurance - 2 times annual salary to a maximum of \$150,000
- ◆ **Retirement Benefits**
 - All funded by employee up to IRS maximum
 - CalPERS 457 Plan
 - Retirement Program – CalPERS (CA Public Employees Retirement System)
 - Funded by employer/employee (after completing probation)
 - Employee portion is 6.2% of wage monthly/employer pays balance
 - Federal Social Security is not paid
- ◆ **Allowed Leave**
 - Annual Leave (Vacation Accrual begins at hire; accrual can be used after 3 months of employment)
 - 80 Hours 1st year (Accrued at 0.0385 hours per hour paid)
 - Increases of 8 hours per year thereafter (up to a max of 160 per year or maximum of 240 hours before accrual stops)
- ◆ **Sick Leave (SL can be used immediately after hire date)**
 - Accrued at 0.04615 hours per paid hour
 - 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**
 - 4 days for death in the family or household
 - May use sick leave for additional time

- ◆ **Training** Thirty day training and orientation. Nine month comprehensive training program.
- ◆ **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 - \$150. per month
 - For those speaking a language other than English - \$100. per month
 - For those using American Sign Lang. - \$150. per month
- ◆ **Paid Holidays**
 - 11 Holidays
New Year's Day, Martin Luther King, Jr. Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day (with use of a Personal Holiday), Thanksgiving Day, Day after Thanksgiving, Christmas
 - 2 Floating Holidays – *After completing probation – needs supervisor's approval. (Veteran's Day will be considered one of these holidays.)*
 - 1 Additional Floating Holiday – *for employees with 5 years consecutive employment.*
- ◆ **9 Month Probationary Period**
- ◆ **6 Month Probation for Managerial and Confidential employees**
- ◆ **Bargaining Unit - Service Employees International 1021**
 - 30 Days to Decide One of 3 Options
 - Full Member - Dues = 1.65% of monthly salary
 - Service Fee Payer - Dues = about 1% of gross wages
 - Religious Exemption - Contribute funds to not-for-profit
- ◆ **Dues/fees deducted from one regular payroll check each month**
 - First deduction will be higher (initiation fee)
 - Have 1 week the year following hire in which participation can be dropped, if desired
- ◆ **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