NORTH BAY REGIONAL CENTER

# BENEFITS & CONDITIONS OF EMPLOYMENT 2020

**♦ 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)***

* **Principal PPO Dental *($25 deductible, 80/20 split, 50/50 split for orthodontia)***
* **Aetna Dental Maintenance Organization**  - ***lower out of pocket costs***

**♦ Vision *(Effective 1st of month after hire date)***

* **EyeMed Vison**

**♦ 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**