



NORTH BAY REGIONAL CENTER **BENEFITS & CONDITIONS OF EMPLOYMENT 2022**

- ◆ **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 Health Care \$2,850 or Dependent Child Care is \$5,000)**
 - Health 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.
 - Plan are governed by the IRS, unused funds do not carryover to next year and are not refundable, plan does include a grace period.

- ◆ **Dental (Effective 1st of month after hire date)**
 - MetLife Dental PPO (\$25 Individual deductible, \$75 Family deductible, 80/20 split, 50/50 split for orthodontia)

- ◆ **Vision (Effective 1st of month after hire date)**
 - Ameritas – VSP Choice Network (\$10 exam, \$25 lenses or frame)

- ◆ **Long Term Disability and Life Insurance (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

- ◆ **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 6.75% 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.*
- 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

◆ **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