



## 2020 EXECUTIVE EMPLOYEE BENEFITS SUMMARY

**PLEASE NOTE:** *Benefits are subject time change at any time.*

### EXECUTIVE TEAM:

Executive Director  
Chief Compliance Officer  
Chief Financial Officer  
Chief Operations Officer  
Chief Clinical Officer  
Director of MHSA and Ethnic Services

**SICK LEAVE:** Executive management employees shall accrue sick leave at the rate of eighty-eight (88) hours per year. Sick leave shall accrue on a monthly basis beginning with the first month of employment, and shall be prorated when an employee begins or terminates his/her employment in the middle of a month. Up to 100 hours of unpaid sick leave may be transferred from the previous employer at the time of initial hire.

**VACATION:** All executive management employees shall accrue vacation at the rate of five (5) weeks or 200 hours per year. Accrued vacation hours earned shall be limited to a maximum of two (2) years of accrual.

**HOLIDAYS:** Every employee shall be entitled to the following twelve (12) holidays, which equates to one hundred and eight (96) hours, with pay each calendar year and/or other days designated by action of the Governing Board.

New Year's Day (January 1)	Independence Day (July 4)	Christmas Eve
Martin Luther King's Birthday	Labor Day (First Monday in September)	Christmas Day
President's Day (Third Monday in February)	Thanksgiving Day	2 Floating Holidays
Memorial Day (Last Monday in May)	Day after Thanksgiving	

**EXECUTIVE LEAVE:** In recognition of the fact that executive management employees are not entitled to receive overtime compensation, employees shall be allowed to take executive leave of up to two weeks or 80 hours per calendar year, for partial day absences, at the discretion of the Executive Director. These days cannot be accrued or carried over, and no payoff shall occur for unused hours at termination.

**MEDICAL AND DENTAL AND VISION INSURANCE:** Tri-City shall contribute an amount equal to 80% of the monthly premium for the employee and dependents under group medical, dental, and vision insurance plans selected by Tri-City.

**LIFE INSURANCE:** Tri-City shall pay the full cost of a life insurance policy for the employee with a policy value equal to the employee's annual salary to a maximum of \$200,000.

**DISABILITY INSURANCE:** Tri-City shall pay the full cost of a short-term disability, long-term disability and cancer insurance policy for the employee.

**RETIREMENT:** Employees shall be enrolled in the California Public Employees Retirement System (CalPERS) 2%@55 (Classic) or 2%@62 (New PEPR Members) in accordance with the contractual agreement between Tri-City and CalPERS. The Center shall pay the employer contribution and the employee shall pay the 7% (Classic) or 6.75% (New PEPR Member) employee contribution through payroll deduction.

**ASSOCIATION DUES/FEES:** The Center shall pay professional association dues or fees on behalf of the employee in an amount not to exceed \$1,000 per calendar year.

**AUTOMOBILE ALLOWANCE:** Employees shall be provided with an allowance of \$500 per month.

**DEFERRED COMPENSATION:** The Center provides voluntary membership in a 457 deferred compensation plan. The current plan maximums are \$19,500 for 2020. Employees age 50 or older may increase contributions as they approach retirement, and contribute up to \$26,000 for the year. Another catch-up limit allows participants who are within three years of attaining the normal retirement age of 65 to contribute up to twice the "annual contribution limit". Participants who use this catch-up limit **cannot** also use the "age 50" catch-up limit in the same year.

**EXCEPTIONAL PERFORMANCE AWARD:** Consistently exceptional performance may be recognized in the form of an Exceptional Performance Award. The provision of such a bonus shall be a discretionary action requiring approval of the Executive Director. An Exceptional Performance Award may be made on a one-time, lump sum basis of up to eight percent (8%) of the employee's annual salary.