



2020 PSYCHIATRIST BENEFITS SUMMARY

CLASSIFICATIONS: Psychiatrist I, Psychiatrist II, & Psychiatrist III

SICK LEAVE: Full-time Psychiatrist 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. Sick leave may be accumulated indefinitely without limitation during the Psychiatrist's full-time employment with the Center. Part-time Psychiatrist employees shall accrue sick leave at the rate of 1 hour for every 30 hours worked, up to 3 days or 24 hours, whichever is greater, per 12 month calendar period. Part-time employees may carry over accrued sick days to the following year, with a maximum cap of 6 days or 48 hours, whichever is greater, that may carry over year to year.

VACATION: Full-Time Psychiatrist employees shall be entitled to a paid vacation leave following 6 months of full-time, continuous service with the Center. Full-time Psychiatrists shall be entitled to accrue vacation up to a maximum of 240 hours. Accrual shall take place on a bi-weekly basis as defined below:

Longevity	Accrual	Longevity	Accrual
0-2 Years	80 Hours	5-9 Years	128 Hours
3-4 Years	104 Hours	10+ Years	168 Hours

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	

HEALTH 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 one times 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 (PEPRA/New 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% (PEPRA/New Member) employee contribution through payroll deduction.

ASSOCIATION DUES/FEES: The Center shall pay professional association dues, membership and/or licensure dues or fees in relation to membership in an association or materials needed to maintain licensure on behalf of the employee in an amount not to exceed \$5,000 per calendar year during employment with the Center. The amount allotted to each employee shall be determined based on the number of licensures or boards the employee is maintaining.

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.

401a MATCH CONTRIBUTION: Psychiatrist employees who enroll in a Lincoln 401a account, will be entitled to an employer contribution match of up to 4%, on behalf of the Center. The 4% contribution shall be determined by monthly base pay. Said contribution shall be deposited into the employee's 401a account upon enrollment through the Center each pay period. Said contribution shall not be repaid upon separation of employment.

CONTINUING MEDICAL EDUCATION LEAVE: Full-time Psychiatrist employees shall be entitled to CME leave up to two weeks or 100 hours per calendar year at the discretion of the Medical Director depending upon the number of Boards the employee must maintain. CME days cannot be accrued or carried over, shall only be used for the purposes of securing or maintaining boards and/or licensing, and no payoff shall occur for unused hours at termination. Part-time Psychiatrist employees who work 24 hours or more shall be entitled to CME leave at a flat rate of no more than 20 hours per calendar year.

EDUCATION INCENTIVE: Psychiatrist employees covered under this resolution shall be entitled to receive an additional 5.5% to base rate of pay for each additional board certification held.

SIGN ON BONUS: New full-time Psychiatrist employees to the Center hired into the Psychiatrist classification will be entitled to a sign on bonus in the amount of \$25,000. The sign on bonus shall be paid out on the paycheck following completion of the first full pay period after the employee's date of hire, provided satisfactory performance.

RETENTION BONUS: Upon completion of 3 years of continuous service and each year thereafter, a Psychiatrist employee covered under this resolution shall be entitled to a retention bonus of \$15,000 for each year of continued employment.

WELLNESS STIPEND: Psychiatrist employees shall be entitled to up to \$1,000 per fiscal year of reimbursement by the Center for the purposes of wellness programs.

**A full and complete copy of the benefits are listed in the respective resolution.