

FULL-TIME EMPLOYEE BENEFITS SUMMARY



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

- **Merit Salary Increases:** Annually based on performance, budget availability and supervisor approval.
- **CalPERS Pension:** 2% @ 55 for Classic Members and 2% @ 62 for PEPRA Members; employee contributes 7% for Classic and 6.75% for PEPRA. No Social Security.
- **Vacation:** 80 hours per year, increasing with years of service with a maximum of 240 hours; cash out option available.
- **Sick Leave:** Full-Time employees = 88 hours per year with no cap.
- **Holidays:** 10 paid holidays per calendar year plus an additional 16 hours of Floating Holidays.
- **Flexible Work Schedule:** 9/80 or 4/10, where applicable and approved by supervisor. **
- **Health Insurance:** Medical (Kaiser HMO), dental (MetLife PPO) and vision coverage (EyeMed) of which 80% is paid by Tri-City Mental Health Services (TCMHS).
- **Life Insurance:** Paid at one times annual salary, paid by Tri-City MHS with additional optional coverage available.
- **Deferred Compensation (457b):** Available to interested employees; no employer match.
- **Additional Optional Benefits:** EAP, FSA, STD/LTD & ADD, Bilingual Incentive Pay, On Call Pay, Employee Referral Fee Program, Credit Union available through CU of So Cal, paid time off for Continuing Medical Education (CME) and more.