### Holidays
12 days per year

### Annual Leave
- 94 hours per year 0-3 years
- 136 hours per year 4-10 years
- 154 hours per year 11 - 14 years
- 172 hours per year 15 years +

### Sick Leave
96 hours per year

### Health Plan
- PERS Health
  - CVSan and its employees will share a 90/10 cost split where CVSan will pay 90% and the employee will pay 10% for the cost of all medical plans.
  - In Lieu Coverage for those declining District Coverage, must provide evidence of coverage
  - One half of Kaiser Single Rate monthly premium, to employee's deferred comp account

### Dental Plan
- Delta Dental Plan
  - Fully paid for Employee and Dependents

### Uniforms
- Unifirst (for WW Workers)
  - Furnished by CVSan

### Safety Boots/Shoes
- Self Funded
  - $300 Per Two MOU years; $150 if eligibility occurs during second MOU year

### Life Insurance
- Standard Life Insurance
  - $50,000 Life & $50,000 ADD

### Retirement
- **Tier 1**
  - 2.7% @ 55 Formula for employees hired on or before 6/12/11
  - CVSan shall contribute monthly 8% of ea. employee's basic monthly salary. Each employee shall contribute 1% of their basic monthly salary towards employer's contribution.

- **Tier 2**
  - 2% @ 55 Formula for employees hired after 6/12/11
  - CVSan shall contribute monthly 7% of each employee's basic monthly salary. Each employee shall contribute 3.5% of their basic monthly salary towards employer's contribution.

- **Tier 3**
  - Single Highest Year - basis
  - Conversion of EPMC to salary during final compensation year
  - Employees shall contribute half of the normal costs as stated in PEPRA law and CVSan shall contribute the other portion as required.

### Visual Aids Reimb.
- Self Funded
  - $700 per two MOU years, $350 if eligibility occurs during second MOU year on a reimbursement basis

### Social Security
- CVSan does not participate in Social Security for regular employees

### Survivor Benefits
- CalPERS Third Level Benefits
  - $3.50 per mo. paid by CVSD $2.00 per mo. paid by employee

### Tuition Reimbursement
- Self Funded
  - Annual pooled amount at General Manager discretion

### Deferred Comp 457 Plan
- CalPERS/ING
  - $800 per year match during 0-2 years, after probation
  - $1,600 per year match during 3-4 years
  - $2,400 per year match during 4 + years

### Short Term Disability
- State Elective Coverage (SDI)
  - Provided by SDI of California

### Long Term Disability
- UNUM Life Insurance
  - Fully Paid

### Other Post Employment Benefits
- CalPERS Health Plan Kaiser
  - Employee coverage only (lifetime)

### Other Employee Paid Benefits
- AFLAC
- Pre-paid Legal Services

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This document is provided as a summary only. Any discrepancies with the MOU and the MOU will prevail.