

# Employee Benefit Summary

This document provides a summary of benefits available to employees based on classification. Please refer to official plan documents or HR for full details.

## Classified Management Employees – Full-Time

| Benefit           | Coverage Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|-------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Medical Insurance | Anthem Blue Cross – 100% Employer Paid                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Dental Insurance  | Delta Dental – 100% Employer Paid                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Vision Insurance  | VSP – 100% Employer Paid                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Life Insurance    | \$100,000 basic life                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Retirement        | CalPERS <ul style="list-style-type: none"> <li>• Classic – Employee Contributions</li> <li>• PEPRA – Employee Contributions</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Leaves            | <b>Sick Leave</b> <ul style="list-style-type: none"> <li>• 227–245 workdays: 12 days</li> <li>• 206–226 workdays: 11 days</li> <li>• 185–205 workdays: 10 days</li> </ul> <b>Personal Necessity Leave *</b> <ul style="list-style-type: none"> <li>• 8 days (deducted from Sick Leave)               <ul style="list-style-type: none"> <li>○ 7 Personal Necessity</li> <li>○ 1 Discretionary Personal Necessity</li> </ul> </li> </ul> <b>Personal Business Leave</b><br>(No waiting period) <ul style="list-style-type: none"> <li>• 2 days</li> </ul> <b>Bereavement Leave</b> <ul style="list-style-type: none"> <li>• 5 days (must be used within 3 months of date of death and used in full days)</li> </ul> <b>Vacation</b><br>(6 month waiting period) <ul style="list-style-type: none"> <li>• 13.36 hrs./month plus 1 extra day per year</li> </ul> <b>Holidays</b> <ul style="list-style-type: none"> <li>• 227–245 workdays: 15 paid holidays</li> <li>• 206–226 workdays: 14 paid holidays</li> <li>• 185–205 workdays: 13 paid holidays</li> </ul> <i>(Fewer than 185 workdays: prorated)</i> |

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| Additional Benefits | <ul style="list-style-type: none"><li>• SISC No Cost Health Benefits</li><li>• Voluntary Life Insurance</li><li>• Employee Assistance Program (EAP) Wellness Resources</li><li>• Life Keys/Travel Connect</li><li>• Short Term – Employee Paid</li><li>• Long Term Disability – Employer Paid</li></ul> |
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*\*Personal Necessity and Discretionary Leave are deducted from your available Sick Leave balance; if you do not have sufficient Sick Leave available, you are not eligible to use these leave types.*