

EMPLOYEE BENEFITS
March Joint Powers Authority

Cafeteria Benefits:

Full time non-exempt employees	\$11,725 per year
Part time non-exempt employees	\$5,862 per year
Professional/Administrative Management (PAM)	\$11,725 per year + 2% of salary per year
Mid-Management (MM)	\$11,725 per year + 4% of salary per year
Executive Management (EM)	\$11,725 per year + 6% of salary per year

Benefit Requirements:

Employees eligible for benefits are required to purchase medical coverage or provide proof of other medical coverage.

Medical Plans:

The Authority contracts with CalPERS to provide for high quality medical plans at competitive rates

HMO Plans:	Blue Shield	PPO Plans:	PERS Care
	Blue Shield Net Value		PERS Choice
	Kaiser Permanente		PERS Select

Life Insurance:

Basic Life Insurance is provided through Beneficial Life Insurance and is paid for by the JPA

Full time non-exempt employees	one-times annual salary
Part time non-exempt employees	one-times annual salary
PAM employees	two-times annual salary
MM employees	three-times annual salary -\$300,000 maximum
EM employees	three-times annual salary -\$300,000 maximum

Supplemental Life Insurance is available to purchase from Colonial for you, your spouse and/or eligible dependents.

Flexible Spending Accounts:

One of the best ways to reduce your out-of-pocket expenses is to take advantage of the JPA's Flexible Spending Account (FSA) programs. The plan allows you to pay for certain health and dependent care expenses with pre-tax dollars. There are two types of plans available:

Health Care – This plan allows you to pay up to \$2,000 per year in health care expenses that are not covered by insurance for you and your dependents with tax-free dollars.

Dependent Care – This plan allows you to pay up to \$5,000 per year with tax-free dollars to daycare providers who care for you children or incapacitated adults so you can work.

These accounts allow you to pay for planned expenses with pre-tax dollars, which lowers your taxable income. For example if you earn \$40,000 and put \$2,000 in an FSA, you will reduce the income you pay taxes on to \$38,000.

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Short and Long Term Disability:

The JPA contracts with Jefferson Pilot Insurance to provide an integrated short and long term disability plan. This plan has a benefit of 60% of your regular monthly pay.

Administrative Leave:

Professional, supervisory and management employees receive administrative leave days in lieu of overtime compensation. This leave shall be accrued on a pro-rated calendar year basis at the following rates:

<u>Employee Group</u>	<u>Annual Accrual</u>
PAM	60 hours
MM	80 hours
EM	80 hours

Vacation Leave:

Career employees accrue vacation based on their years of service and employee group.

<u>Employee Group</u>	<u>0-5 years</u>	<u>6-10 years</u>	<u>11+ years</u>
Non-exempt	80 hours	120 hours	144 hours
PAM	80 hours	120 hours	144 hours
MM	80 hours	120 hours	144 hours
	<u>0-8 years</u>	<u>9+ years</u>	
EM	120 hours	160 hours	

Paid Holidays:

In addition to paid vacation leave, JPA employees enjoy an average of 13 holidays per year:

New Years Day	January 1
Martin Luther King Jr Birthday	Third Monday in January
Presidents Day	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Veterans Day	November 11
Thanksgiving	Fourth Thursday in November
Day after Thanksgiving	Fourth Friday in November
Christmas Day	December 25
Christmas Holiday	One day preceding or following Christmas
2 Floating Holiday	Your Choice

Tuition Reimbursement:

There is a \$400 per fiscal year reimbursement benefit. This benefit is contingent upon the successful completion, meaning a grade of "C" or better of a pre-approved, job related course.

