

TOWN OF WOODSIDE
EMPLOYEE BENEFITS SUMMARY

Health Insurance	<p>Provided through CalPERS the Town offers Kaiser, Blue Shield, PERS and United Health Care HMO and PPO plans. Dependent coverage is available.</p> <p>Town contributes \$1,000/month towards each employee's Section 125 Cafeteria Plan until 11/30/2015. Beginning 12/01/2015 the Town contributes \$1,075/month. If the employee's health premiums are below the Town's contribution, the remaining dollars can be used for any other pre-tax benefit, salary, deferred compensation plan, or dependent coverage.</p> <p>If health insurance is waived the Town pays \$300/month towards ICMA Deferred Compensation Plan.</p> <p>Part-time staff benefits are prorated.</p>
Dental Insurance	<p>Town is self-insured (no premium) and the benefit is up to \$1,500/employee per year.</p> <p>Dependents can be added to plan for \$40/month for 1 additional dependent and \$75/month for 2 (or more) additional dependents.</p> <p>Reimbursement rates are as follows: Prophylaxis, including related X-rays – 100%, Orthodontia – 50%, and all other dental covered treatments – 80%.</p> <p>Part-time staff benefits are prorated.</p>
Vision Insurance	<p>Contracted through VSP and premiums are 100% paid by the Town.</p> <p>Dependents can be added to plan for \$7.92/month for 1 additional dependent and \$28.18/month for 2 (or more) additional dependents.</p>
CalPERS Retirement	<p>Retirement formula is 2.5% @ 55 for Classic members (hired before 1/1/13) and 2% @ 62 for PEPRAs members (hired after 1/1/13).</p> <p>Classic members pay 6% of their PERS employee contribution and Town pays 2% (total 8%). Each subsequent July 1st (up to 7/1/16), employees will pay 2% each year, until the full 8% employee contribution is being paid by employees.</p> <p>PEPRA members pay 6.25% of their PERS employee contribution and Town pays 6.25% of the employer contribution.</p>
Voluntary Deferred Compensation	Contracted through ICMA. Employees can voluntarily contribute funds into ICMA plan.
Life Insurance	Contracted through UNUM and premiums are 100% paid by the Town. Rate of benefit = employees One times (1 X) Annual earnings, with a \$60,000 maximum.
Long Term Disability	Contracted through UNUM - 60% - \$5,000/month maximum. 180 day elimination period.
Short Term Disability	Contracted through UNUM – 60% - \$1,154/week maximum. 7 day elimination period. Benefit duration/25 weeks.
Personal Leave	<p>24 days/year, under 5 years (capped at 384 hours)</p> <p>27 days/year after 5 years (capped at 432 hours)</p> <p>32 days/year after 10 years (capped at 512 hours)</p> <p>Extended personal leave requires prior approval of supervisor. Capped at two times (2X) accrual rate.</p>
Holidays	10 days/year, Part-time staff benefits are prorated.
Floating Holidays	3 days/year (must be used in year earned or paid out at year end).
Administrative Leave	Administratively determined and managed by Town Manager (must be used in year earned or paid out at year end).
Bereavement Leave	3 days per occurrence. Applies to death in immediate family.
Jury Leave	Town pays difference of juror pay.
Overtime	Requires prior approval of supervisor. Choice of overtime or compensatory time.
Mileage Reimbursement	\$.565/mile
Uniform Reimbursement	Building Inspectors and Public Works Maintenance employees are eligible for reimbursement of \$350 each fiscal year.
Tuition Reimbursement	Town pays tuition and books for job related courses.
Workers Compensation, Unemployment Insurance	Provided by Town.
Social Security/Medicare	Town and employee pay a portion.
Salary	Per compensation plan offered.
Employee Assistance Program	Beginning Jan 1, 2015 Magellan will provide an employee assistance (counseling for legal, health management, chemical dependency, and referral services) program.

August 3, 2015