



# FORT ORD REUSE AUTHORITY

## EMPLOYEE BENEFIT SUMMARY

### Paydays

Semi-monthly (24 pay periods per calendar year)

### Holidays

- New Year’s Day
- Martin Luther King’s Birthday
- President’s Day
- Memorial Day
- Independence Day
- Labor Day
- Veteran’s Day
- Thanksgiving Day
- Day following Thanksgiving Day
- Christmas Eve
- Christmas Day

### Floating Holidays

- Personal Birthday
- Anniversary of Hire

### Paid Leave

#### Vacation Annual Accrual

Up to 2 years.....12 days  
 2-10 years .....15 days  
 10 + years .....20 days

Accrual Maximum: 240 hours

#### Vacation Cash-Out

Up to 80 hours of accrued vacation per fiscal year.

### Sick Leave

All regular full-time employees receive a maximum of eighty (80) hours paid sick leave per calendar year. There is no accrual limit.

### Management Leave

Exempt employees receive a maximum of forty (40) hours per fiscal year, non-accruable.

### Bereavement Leave

Up to 5 days of unpaid bereavement leave per occurrence. Employees may use accrued sick leave as compensation for time off.

### Health Insurance

FORA provides medical coverage for eligible employees through the California State Public Employees’ Retirement System (CalPERS)

FORA contributions towards the health premiums:

1-party (EE)	\$830.00
2-party (EE + 1 dependent)	\$1,511.00
Family (EE + 2 or more dependents)	\$1,909.00

### Dental/Vision/Life

FORA provides dental/vision/life insurance through Guardian.

### Flexible Benefit Plan

FORA provides up to \$145.00 per month to off-set any employee contribution toward medical premiums and or dental/vision/life premiums.

### Retirement Plan

California State Public Employees’ Retirement System (CalPERS)

#### • CalPERS 2% @ 55 Formula

Employee contribution (7%) is paid by Employer

Final Compensation: 1 Year Final Compensation

Minimum Services Requirement: Age 50 with 5 years of service.

New Members hired after January 1, 2013

#### • CalPERS 2% @ 62 Formula

Employee contributions (6.25%) is paid by Employee

Final Compensation: 3 Year Final Compensation

Minimum Service Requirement: Age 52 with 5 years of service.

#### • Deferred Compensation Plan (457b)

Employee can participate in a Deferred Compensation Plan offered through the ICMA Retirement Corporation from their own resources.

• **Social Security:** No

• **MediCare:** Yes