



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)	\$866.95
2-party (EE + 1 dependent)	\$1,617.00
Family (EE + 2 or more dependents)	\$2,047.00

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