

VALLEY MOUNTAIN REGIONAL CENTER
 Summary of Employee Benefits
 Non-Bargaining Unit Full Time Employees
 Effective: August 01, 2018

GROUP INSURANCE	PAID HOLIDAYS
Life Insurance	15 ½ days per year
Employee coverage only	
Premium paid by employer	VACATION (Full Time Employees Per Pay Period Accrual)
Face amount equal to three times	0 – 35 Months = 4.616 Accrual Cap 344
annual salary, rounded up to	36 – 107 Months = 6.770 Accrual Cap 344
nearest thousand. \$100,000 Max.	108 – 167 Months = 7.693 Accrual Cap 370
	168 – 227 Months = 8.308 Accrual Cap 399
Dental Insurance	228+ Months = 9.231 Accrual Cap 444
Employee and dependent coverage	
Premium paid by employer	
Six-month waiting period	SICK LEAVE (Full Time Employees)
	3.693 hours per pay period
Medical Insurance	<i>Maximum Accrual = 480 hours</i>
Employee and dependents	
up to \$925 per month (tobacco free rate)	BEREAVEMENT LEAVE
Group Health Plans through PERS	1 – 5 days depending on relationship
Both HMOs and PPOs available	
Vision Care Insurance	SABBATICAL
Employee and dependents	Up to 6 months, benefits paid,
Employee Premium paid by employer	for approved professional objective
Dependent Premium paid by employee	
Examination each year	VACATION CASH-OUT
Glasses every 24 months or	Cash out up to 80 vacation hours
\$105 toward contact lenses	two times per calendar year.
	SICK LEAVE CASH-OUT
PENSION PLAN	Cash out sick leave above
CAL-PERS retirement system	160 hours at 50%, two times
For staff hired 1/1/2013 or later	per fiscal year
Employee contributes amount equal to 6.25% of	
monthly salary, in lieu of Social Security. For	EMPLOYEE ASSISTANCE PROGRAM
Employees hired prior to 1/1/2013 or that	
That were previously Calpers member prior to	
1/1/2013 with no break in service greater than 6	
months they will pay 7.0% in lieu of Social Security.	
1959 Survivor Benefits	IRS SECTION 125
Employee pays \$2.00 per month	CAFETERIA PLAN AVAILABLE

NOTE: This document is for general information only. Benefits may be changed at any time, depending upon a variety of factors. For more detailed information, contact the VMRC Human Resources Office.