

## EMPLOYEE BENEFITS

The District Manager shall coordinate the Overall Benefits program

### **Benefits Buyout program**

The Operations Manager shall coordinate the Employee benefits buyout program.

The PMCDD currently has in effect a Benefits Buyout Program for its non-management employees. This program provides for a \$1.50 per hour increase in wages in exchange for releasing the PMCDD from providing medical, dental, and life insurance benefits. This is a volunteer program. This benefit shall stay in effect until it is cancelled by the PMCDD Board.

### **Benefits highlights only ; specifics and official benefits are shown in individual policies**

#### **Health-**

Employee contribute \$20 per month

\$1500 per year deductible

various co –pays specified

#### **Dental -**

Fully paid for by PMCDD

\$50 deductible ( preventative waived)

50/80% for major work ;

maximum allowed and out of pocket specified

#### **Life insurance-**

\$25,000 to all employees fully paid for by PMCDD

reduced 35% @ 65years old

additional reduction of 25% @ 70

further reduction of 15% @ 75

final reduction of 10% @ 80

### **Pension—Initiated 12/15/04 with ICMA Retirement Corporation Government Plan on Trust – account number 10-8976**

PMCDD provides 6% of employee's annual pay. Payments are provided bi-weekly. Pay includes overtime and bonuses. Employee contributions are voluntary. Retirement is at age 65. Full time employees only are qualified. Vesting occurs 20% for each of the first 5 years with full vesting after 5 years. The plan is portable, after one year of service, if the employee leaves.

### **Vacation days** - accrual begins the first month and taken the second year

--Up to 5 years – 10 days

-- 5 – 15 years --15 days

-- 15 – 20 years – 20 days

-- 20 – 25 years 22 1//2 days

-- 25 years and longer

**Sick days**

Employees get 10 paid sick days/year after 6 months

**Education Reimbursement**

- 100% if on non-working time
- 75 % on combo non-working and working time
- 50% if all during working time

**Bereavement**

Employees get 3 days paid leave for family members including spouse, children, parents, grandparents, brothers, and sisters

**Disability –**

50% of monthly pay up to \$5000/month.

90 day waiting period;

payable to 65 years old

**Pay increases-** The PMCDD board shall determine any employee raises for the following year during each year's budget preparation.

Work week begins Wednesday 12:01 a.m. and ends Tuesday at midnight.

Payday is on alternate Fridays Time cards are turned in on the Monday before payday