



Twain Harte Community Services District Employee Benefits Package Summary

Health Insurance

A high deductible PPO plan is provided for employees and eligible dependents through Special District Risk Management Authority (SDRMA). Employees are responsible for a portion of health premiums:

	Fire Employees	Other Employees	
Employee Share	10%	Up to 10%*	* See union agreement for details

Vision Insurance

Provided to all benefited employees and eligible dependents at no cost to the employee.

Dental - Health Reimbursement Account (HRA)

Instead of dental insurance, employees are provided a Health Reimbursement Account (HRA) with an annual allotment to cover eligible dental expenses. HRA allotments may also be used for eligible medical expenses.

Retirement Benefits

California Public Employees' Retirement System (CalPERS) provided. Retirement formula determined by hire date and employee type. Employee is responsible for 100% of the "employee share" contribution.

Hire Date	Fire Employees	Other Employees
Before 1/1/13 or "CLASSIC" PERS Members	3% @ 55	3% @ 60
After 1/1/13 or "PEPRA" PERS Members	2.7% @ 57	2% @ 62

Social Security

The District participates in social security.

Paid Leave (PTO)

Years of Service	Fire Employees*		Other Employees**		
	Vacation	Sick	Vacation	Sick	
0-5	2 Tours	3 Tours	10 days	12 days	* 1 tour = 48 hours (normal firefighter workweek)
5-9	3 Tours	" "	15 days	" "	
10-14	4 Tours	" "	20 days	" "	
15+	5 Tours	" "	25 days	" "	** 1 day = 8 hours

Holidays

13 holidays, plus 1 floating holiday per year.

Uniform Allowance & Cell Phone Stipend

Provided for required employees.

Voluntary Employee Participation Programs

Supplemental Retirement	Supplemental Insurance	Fitness	Propane
VALIC 457 Plan	AFLAC - Accident, cancer, indemnity, short-term disability, life insurance	On-premise fitness facility access	Employee discount