



# Phelan Piñon Hills Community Services District

4037 Phelan Road, Suite C-1•P. O. Box 294049•Phelan, CA 92329-4049• (760) 868-1212•Fax (760) 868-5072

## FULL-TIME EMPLOYEE BENEFITS

**SALARY:** Employees typically start at the minimum salary range. Temporary employees do not receive benefits or merit increases and are typically hired at an hourly rate equivalent to the first step of the salary range.

**VACATION:** Paid vacation is accrued based on years of service: 10 days for 1-4 years; 15 days for 5-9 years, 20 days for 10-20 years, 25 days for 20+ years.

**SICK LEAVE:** Beginning with the date of employment, sick leave accrues at 3.692 hours per pay period.

**HOLIDAYS:** An average of 88 holiday hours per year (11 paid Holidays).

**MEDICAL/DENTAL/VISION INSURANCE:** Available for regular employees and their eligible dependents. The District pays a maximum of \$800.00 per employee per month. Employees contribute the difference between the total premium due and the maximum contributed by the District.

**LIFE INSURANCE:** District-paid coverage of 1 times annual earnings exclusive of overtime or bonus, to a maximum of \$150,000. Supplement Life insurance available, paid for by the employee.

**RETIREMENT:** The District participates in CalPERS effective the date of employment. The District does not participate in Social Security.

**LONG TERM DISABILITY:** District-paid benefit provides 60% of salary after 90 days of disability for full-time employees.