



# Pleasant Valley Recreation and Park District

## Effective January 1, 2016

FULL TIME EMPLOYEES		
CalPERS Retirement Tiers	Classic Member:	2.5% @ 55
	Hired After 3/31/2011:	2% @ 60
	PEPRA Effective 1/1/2013:	2% @ 62
Employee Contribution Rate	2.5% @ 55	8% (plus 4% for loan)
	2% @ 60	7%
	2% @ 62	6.25%
MEDICAL		
See Attached for Rates		
District contributes up to the highest cost HMO Family plan for Full Time Employees.		<b>Employee pays 45%</b>
DENTAL		
See Attached for Rates		
District contributes up to full cost of Guardian Dental PPO Plan		<b>Employee pays 25%</b>
VISION		
See Attached for Rates		
District contributes up to full cost of VSP		<b>Employee pays 20%</b>
GROUP TERM LIFE		
Employer Paid	Non Management: 1x Annual Salary	
Employee Life / Accidental Death & Dismemberment	Management: \$200, 000	
DISABILITY INSURANCE		
Employer Paid	Short Term and Long Term Disability	
PART TIME YEAR ROUND EMPLOYEES		
CalPERS Retirement Tiers	Classic Member:	2.5% @ 55
	Hired After 3/31/2011:	2% @ 60
	PEPRA Effective 1/1/2013:	2% @ 62
Employee Contribution Rate	2.5% @ 55	8% (plus 4% for loan)
	2% @ 60	7%
	2% @ 62	6.25%
MEDICAL		
See Attached for Rates		
District contributes up to the highest cost HMO Individual plan for P/T Year Round employees.		<b>Employee pays 45%</b>
DENTAL and VISION		
See Attached for Rates		
		Employee pays 100% of cost
FULL TIME and PART TIME YEAR ROUND EMPLOYEES		
EMPLOYEE ASSISTANCE PROGRAM		
Employer Paid	Guidance Resource Program	
OTHER BENEFITS		
Deferred Compensation - 457 Plan (ICMA)	Employee can contribute up to IRS limit	
Social Security	Yes	
VOLUNTARY INSURANCE PLANS		
Employee pays 100% of cost	AFLAC (John McClain 805-990-7474)	
	Colonial Life (Gary Magnone 818-400-5462)	
	Legal Shield (Nancy Chaconas 805-386-2369)	

# FULL TIME EMPLOYEES

## MEDICAL PLANS

Employee share is 45% plus any amount over the highest cost HMO family rate

	Plan	EE	Biweekly	EE +1	Biweekly	EE & 2+	Biweekly	Biweekly	Total
		Monthly	Share	Monthly	Share	Monthly	Share	Diff.	Share
HMO	Anthem Select	\$543.47	<b>\$112.87</b>	\$1,086.94	<b>\$225.75</b>	\$1,413.02	\$293.47		<b>\$293.47</b>
	Anthem Traditional	\$610.64	<b>\$126.83</b>	\$1,221.28	<b>\$253.65</b>	<b>\$1,587.66</b>	\$329.74		<b>\$329.74</b>
	Blue Shield Access +	\$566.53	<b>\$117.66</b>	\$1,133.06	<b>\$235.33</b>	\$1,472.98	\$305.93		<b>\$305.93</b>
	Blue Shield NetValue	\$576.46	<b>\$119.73</b>	\$1,152.92	<b>\$239.45</b>	\$1,498.80	\$311.29		<b>\$311.29</b>
	Health Net Salud y Mas*	\$466.11	<b>\$96.81</b>	\$932.22	<b>\$193.61</b>	\$1,211.89	\$251.70		<b>\$251.70</b>
	Health Net SmartCare*	\$585.39	<b>\$121.58</b>	\$1,170.78	<b>\$243.16</b>	\$1,522.01	\$316.11		<b>\$316.11</b>
	Kaiser	\$543.83	<b>\$112.95</b>	\$1,087.66	<b>\$225.90</b>	\$1,413.96	\$293.67		<b>\$293.67</b>
	United HealthCare	\$492.24	<b>\$102.23</b>	\$984.48	<b>\$204.47</b>	\$1,279.82	\$265.81		<b>\$265.81</b>
PPO	PERS Choice	\$598.75	<b>\$124.36</b>	\$1,197.50	<b>\$248.71</b>	\$1,556.75	\$323.33		<b>\$323.33</b>
	PERS Select	\$547.55	<b>\$113.72</b>	\$1,095.10	<b>\$227.44</b>	\$1,423.63	\$295.68		<b>\$295.68</b>
	PERS Care	\$666.91	<b>\$138.51</b>	\$1,333.82	<b>\$277.02</b>	\$1,733.97	\$329.74	\$67.53	<b>\$397.27</b>



## DENTAL and VISION PLANS

Employee share for Dental is 25% and 20% for Vision

Plan	EE	Biweekly	EE +1	Biweekly	EE & 2+	Biweekly
	Monthly	Share	Monthly	Share	Monthly	Share
Guardian Dental PPO	\$53.48	<b>\$6.17</b>	\$106.71	<b>\$12.31</b>	\$188.80	<b>\$21.78</b>
Vision VSP	\$19.08	<b>\$1.76</b>	\$19.08	<b>\$1.76</b>	\$19.08	<b>\$1.76</b>



# PART TIME YEAR ROUND EMPLOYEES

## MEDICAL PLANS

Employee share is 45% plus any amount over the highest cost HMO individual rate

	Plan	EE	Biweekly	Biweekly	Total	EE +1	Biweekly	Total Share	EE & 2+	Biweekly	Total
		Monthly	Share	Diff.	Share	Monthly	Diff.		Monthly	Diff.	Share
HMO	Anthem Select	\$543.47	\$112.87		<b>\$112.87</b>	\$1,086.94	\$219.83	<b>\$346.66</b>	\$1,413.02	\$370.33	<b>\$497.15</b>
	Anthem Traditional	<b>\$610.64</b>	\$126.83		<b>\$126.83</b>	\$1,221.28	\$281.83	<b>\$408.66</b>	\$1,587.66	\$450.93	<b>\$577.76</b>
	Blue Shield Access +	\$566.53	\$117.66		<b>\$117.66</b>	\$1,133.06	\$241.12	<b>\$367.94</b>	\$1,472.98	\$398.00	<b>\$524.83</b>
	Blue Shield NetValue	\$576.46	\$119.73		<b>\$119.73</b>	\$1,152.92	\$250.28	<b>\$377.11</b>	\$1,498.80	\$409.92	<b>\$536.75</b>
	Health Net Salud y Mas*	\$466.11	\$96.81		<b>\$96.81</b>	\$932.22	\$148.42	<b>\$275.25</b>	\$1,211.89	\$277.50	<b>\$404.33</b>
	Health Net SmartCare*	\$585.39	\$121.58		<b>\$121.58</b>	\$1,170.78	\$258.53	<b>\$385.35</b>	\$1,522.01	\$420.63	<b>\$547.46</b>
	Kaiser	\$543.83	\$112.95		<b>\$112.95</b>	\$1,087.66	\$220.16	<b>\$346.99</b>	\$1,413.96	\$370.76	<b>\$497.59</b>
	United HealthCare	\$492.24	\$102.23		<b>\$102.23</b>	\$984.48	\$172.54	<b>\$299.37</b>	\$1,279.82	\$308.85	<b>\$435.68</b>
PPO	PERS Choice	\$598.75	\$124.36		<b>\$124.36</b>	\$1,197.50	\$270.86	<b>\$397.68</b>	\$1,556.75	\$436.67	<b>\$563.49</b>
	PERS Select	\$547.55	\$113.72		<b>\$113.72</b>	\$1,095.10	\$223.60	<b>\$350.42</b>	\$1,423.63	\$375.23	<b>\$502.05</b>
	PERS Care	\$666.91	\$126.83	\$25.97	<b>\$152.80</b>	\$1,333.82	\$333.78	<b>\$460.60</b>	\$1,733.97	\$518.46	<b>\$645.29</b>

## DENTAL and VISION PLANS

Part Time Year Round employees responsible for 100% of cost

Plan	EE	Biweekly	EE +1	Biweekly	EE & 2+	Biweekly
	Monthly	Share	Monthly	Share	Monthly	Share
Guardian Dental PPO	\$53.48	<b>\$24.68</b>	\$106.71	<b>\$49.25</b>	\$188.80	<b>\$87.14</b>
Vision VSP	\$19.08	<b>\$8.81</b>	\$19.08	<b>\$8.81</b>	\$19.08	<b>\$8.81</b>



\* Health Net Salud y Mas and SmartCare available to those who work/live in Los Angeles