



Shasta Regional Transportation Agency

Employee Benefits Summary

1. **CalPERS Medical Premiums Paid by SRTA**
 - a. Employee Only – 85% of CalPERS Choice Plan
 - b. Employee Plus One Dependent – 65%
 - c. Employee Plus Family – 65%
2. **Guardian Dental Premiums Paid by SRTA**
 - a. Employee Only – 63%
 - b. Employee Plus One – 56%
 - c. Employee Plus Family – 46%
3. **Guardian Vision Premiums Paid by SRTA**
 - a. Employee Only – 100%
 - b. Dependents – Paid by Employee
4. **Medical Phone Consultation, Treatment, and Prescriptions with Healthiestyou – 100%**
5. **Accidental Death and Dismemberment (AD&D) Insurance - \$25,000**
6. **Long-term Disability Insurance**
7. **Retirement Benefits**
 - a. 2.0% at age 55 for CalPERS “legacy” employees (i.e. members before 1/1/2013), otherwise 2.0% at age 62
 - b. Deferred Compensation 457b retirement plan (Social Security Alternative)
 - Employer pays 6.2% per employee paycheck
 - c. SRTA does not participate in Social Security
8. **Holidays**
 - a. 12 paid holidays per year (2 of which are floating holidays)
9. **Vacation Accrual**
 - a. 0-3 years of service: 10 days per year
 - b. 4-9 years of service: 15 days per year
 - c. 10-15 years of service: 17 days per year
 - d. 16+ years of service: 20 days per year
10. **Sick Leave**
 - a. Employees accrue 3.696 hours per pay period
11. **Tuition and Other Reimbursements**
 - a. AICP certification costs, including continuing education
 - b. American Planning Association dues
 - c. CPA dues
12. **Employee Assistance Program – 100%**
13. **Retiree Health – Dollar for dollar match of employee contributions up to 3% of annual compensation to an in-lieu retiree medical plan**

Applicants may also refer to SRTA’s Human Resource Policies & Procedures Manual available online at:
<http://www.srta.ca.gov/RTpolicies.html>.