

TOWN OF WOODSIDE
EMPLOYEE BENEFITS SUMMARY

Health Insurance	<p>Provided through CalPERS the Town offers Kaiser, Anthem, PERS, Blue Shield, UnitedHealthCare HMO and PPO plans based on zip code. Dependent coverage is available.</p> <p>Effective 12/1/2023 the Town contributes \$1,580/month (effective 12/1/2022 the Town contributed \$1,470 month). If the employee's health premiums are below the Town's contribution, the remaining dollars can be used for any other pre-tax benefit, salary, deferred compensation plan, or dependent coverage.</p> <p>If health insurance is waived (with proof of other insurance), the Town pays the employee \$570/month effective 12/1/2023 (\$530/month effective 12/1/2022).</p> <p>Part-time staff benefits are prorated.</p>
Dental Insurance	<p>Town is contracted through Delta Dental and premiums are 100% paid by the Town for both full and part time staff (effective 1/1/2019). Additional dependents may be added at no charge. Benefit is up to \$2,000 in-network /\$2,000 for 2023 (\$1500 in 2022) out-of-network / employee per year.</p> <p>Employees and family members enrolled in the plan that use out-of-network dentists will be reimbursed for the \$75 individual deductible (up to \$225 per family).</p>
Vision Insurance	<p>Contracted through VSP and premiums are 100% paid by the Town for both full and part-time staff.</p> <p>Dependents can be added to plan for \$8.42/month for 1 additional dependent and \$29.90/month for 2 (or more) additional dependents for 2023 (no change).</p>
CalPERS Retirement	<p>Retirement formula is 2.5% @ 55 for Classic members (hired before 1/1/13) and 2% @ 62 for PEPRA members (hired after 1/1/13).</p> <p>Classic members pay the full 8% of their PERS employee contribution, the Town pays the full employer contribution. Compensation Limit is \$330,000 for 2023. (\$305,000 for 2022)</p> <p>PEPRA members pay 7.75% of their PERS employee contribution and Town pays the full employer contribution. Compensation Limit is \$146,042 for 2023. (\$134,974 for 2022)</p>
Voluntary Deferred Compensation	<p>Contracted through MissionSquare Retirement (formerly ICMA-RC). Employees can voluntarily contribute funds into 457 deferred and ROTH plans.</p>
Life Insurance	<p>Contracted through UNUM and premiums are 100% paid by the Town. Rate of benefit = employees One times (1 X) Annual earnings, with a \$225,00 maximum effective 2020; (\$60,000 maximum in 2019)</p>
Long Term Disability	<p>Contracted through UNUM - 60% - \$10,000/month maximum effective 2020;(\$5,000/month maximum in 2019). 180-day elimination period.</p>
Short Term Disability	<p>Contracted through UNUM – 60% - \$2,307/week maximum effective 2020; (60% - \$1,154/week maximum in 2019). 7-day elimination period. Benefit duration/25 weeks.</p>
Personal Leave	<p>24 days/year, under 5 years (capped at 384 hours) (7.38 hrs./ 2 week pay period) 27 days/year after 5 years (capped at 432 hours) (8.31hrs./ 2 week pay period) 32 days/year after 10 years (capped at 512 hours) (9.85 hrs./ 2 week pay period) Extended personal leave requires prior approval of supervisor. Capped at two times (2X) accrual rate.</p>
Holidays	<p>11 days/year. Part-time staff benefits are prorated.</p>
Floating Holidays	<p>3 days/year (must be used in year earned or paid out at year end).</p>
Administrative Leave	<p>Administratively determined and managed by Town Manager (must be used in year earned or paid out at year end).</p>
Bereavement Leave	<p>3 days per occurrence. Applies to death in immediate family.</p>
Jury Leave	<p>Town pays difference of juror pay.</p>
Overtime	<p>Requires prior approval of supervisor. Choice of overtime or compensatory time.</p>
Mileage Reimbursement	<p>\$.625/mile</p>
Uniform Reimbursement	<p>Building Inspectors, Public Works and Planners are eligible for reimbursement of \$350 each fiscal year.</p>
Tuition Reimbursement	<p>Town pays tuition and books for job related courses. Requires prior approval of supervisor.</p>
Workers Compensation, Unemployment Insurance	<p>Provided by Town.</p>
Social Security/Medicare	<p>Town and employee pay a portion.</p>
Salary	<p>Per compensation plan offered.</p>
Employee Assistance Program	<p>Claremont is a digital employee assistance program (EAP) and mental health app that also offers optional features to use a dedicated wellbeing coach. (1-800-834-3773) ADP LifeCare work-life employee assistance program is also available (1-855-268-1006)</p>
Wellness Program	<p>Town pays up to \$450 of eligible expenses that help reduce workplace injuries and promotes employee wellness i.e. charitable health event/run/walk, gym/online membership, equipment, fitness clothing.</p>