

Orland Cemetery District

EMPLOYEE SUMMARY OF BENEFITS

HOLIDAYS:

13 paid holidays per year and an additional twenty-four hours of Holiday Leave.

- New Year's Day Eve
- New Year's Day
- Martin Luther King Day
- President's Day
- Cesar Chavez Day
- Memorial Day
- Independent Day
- Labor Day
- Veteran's Day
- Thanksgiving Day
- Friday after Thanksgiving Day
- Christmas Eve
- Christmas Day

PROPOSED ADDITION TO HOLIDAY TIME

The additional twenty-four hours of Holiday Leave must be used each calendar year and cannot be carried over to the next year.

An employee must be employed the last working day before and the first working day after the holiday in order to receive holiday compensation.

Employees on leave without pay shall not accrue holiday benefits.

PROPOSED VACATION:

88 hours (approximately 11 working days) per year during the first 2 years of service;

128 hours (approximately 16 working days) per year during years 3 through 12;

168 hours (approximately 21 working days) per year during years 13 through 19;

208 hours (approximately 26 working days) per year after 20 full years of service.

CURRENT DISTRICT VACATION

80 hours (approximately 10 working days) per year during the first 2 years of service;

120 hours (approximately 15 working days) per year during years 3-12 years of service;

160 hours (approximately 20 working days) per year during years 13-19 years of service;

208 hours (approximately 26 working days) per year after 20 full years of service.

SICK LEAVE:

96 hours (approximately twelve working days) per year of paid sick leave.

BEREAVEMENT LEAVE:

40 hours with pay for each instance for immediate family members. Immediate family includes spouse, child, stepchild, grandchild, stepparent, parent, grandparent, parent-in-law, grandparent-in-law, brother-in-law, sister-in-law, brother or sister.

CURRENT DISTRICT BEREAVEMENT LEAVE

24 hours with pay for each instance for immediate family members. Immediate family includes spouse, child, stepchild, grandchild, stepparent, parent, grandparent, parent-in-law, grandparent-in-law, brother-in-law, sister-in-law, brother or sister.

HEALTH PLAN:

Orland Cemetery District contracts with Golden State Risk Management for medical insurance, Gold PPO. The District pays the medical insurance premium based on the carrier and amount of the total premium. (Employee only)

VISION PLAN:

The District pays the employee premium for a vision plan with VSP, option 4 – Plan C. (Employee only)

DENTAL PLAN:

The District pays the employee premium for *Delta Dental Low plan*. (Employee only)

DEFERRED COMPENSATION:

The District currently does not offer a deferred compensation plan.

SHORT TERM DISABILITY:

The District coordinates with State Short Term Disability Insurance for regular employees.