SUMMARY OF EMPLOYEE BENEFITS

NON-BARGAINING UNIT
FULL-TIME

PAID HOLIDAYS
16 days per year
2 days (16 hrs) of Floating Holidays

SICK LEAVE
12 days per year or 3.69 hrs per payperiod
Sick Leave Cash-Out above 160 sick hrs at 50% - 2x per fiscal year

BEREAVEMENT LEAVE
1 to 5 days depending on relationship

VACATION

<table>
<thead>
<tr>
<th>Months of Service Hours</th>
<th>0-35 = 16 days per year</th>
<th>36-107 = 23 days per year</th>
<th>108-167 = 26 days per year</th>
<th>168-227 = 28 days per year</th>
<th>228 + months = 31 days per year</th>
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Vacation Cash-Out
2x per calendar year - request any time
Up to 80 hours

PENSION PLAN
Cal-PERS Retirement Plan
For Staff hired 1/1/2013 or later: contributes amount equal to 7.50% of monthly salary, in lieu of Social Security

Previously Calpers member - contribution amount will be mirrored from previous Employer

1959 Survivor Benefits - Employee pays $2.00 per month

GROUP INSURANCE

1. **Group Term Life**
   - Employee coverage only | Premium paid by Employer | Nearest thousand-$300,000 max

2. **Medical**
   - Employee & dependent coverage | Employer contribution- EMP only $1015, EMP plus 1 dep $1500, and Family Plan $1900

3. **Dental**
   - Employee & dependent coverage | Premium paid by Employer - buy up option available

4. **Vision**
   - Employee Premium paid by Employer | Dependent Premium paid by Employee | Exam each year | $150 toward glasses or contact lenses every 24 mons

OTHER
Employee Assistance Program (EAP) | Cafeteria Plan | Optional Supplemental 457 Plans (Pre-tax & Roth) | Voluntary Term Life

Note:
This document is for general information only. Benefits may be changed at any time, depending upon a variety of factors. For more detailed information, contact VMRC Human Resources Office.