

Basic Employee Benefits

The following provides the basic employee benefits available to all regular full-time and part-time employees of Fresno County Economic Opportunities Commission hired to work (30) hours or more per week.

VACATION

Vacation accrues according to the following schedule:

Date of hire or eligibility through completion of second year 1- $\frac{1}{4}$ working days each full month worked up to a maximum of 15 days per year.

Third year and thereafter 1- $\frac{2}{3}$ working days each full month worked up to a maximum of 20 days per year.

Regular part-time employees accrue on pro rata basis.

SICK LEAVE

Sick leave accrues at the rate of one (1) day for each full month worked up to a maximum of twelve (12) days sick leave per calendar year. Eligible part-time employees accrue sick leave on a pro rata basis. The maximum accrual is sixty (60) working days or 450 hours.

HOLIDAYS

The following thirteen (13) holidays are observed: New Year's Day, Martin Luther King Jr. Day, Lincoln's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Cesar Chavez Day, Columbus Day, Veterans Day, Thanksgiving Day, Day after Thanksgiving, and Christmas Day. Regular part-time employees and temporary employees are eligible to receive holiday pay only for holidays on which they would normally work.

GROUP HEALTH INSURANCE

All active regular full-time and part-time employees who are hired to work at least 30 hours per week are eligible for medical, prescription drug, dental, vision care, life insurance and accidental death and dismemberment (AD&D) coverage on the first day of the month following date of hire. Active regular full-time and part-time employees not enrolled in the medical plan are eligible for life and AD&D insurance only. Employees enrolled in the group health plan must contribute towards the cost of the plan. Contributions are taken out pre-tax according to Section 125 of the IRS tax code.

Following is the cost per pay period:

Employee Contribution Per Pay Period					
12 Month Employee Rates			HS 10 Month Employee Rates		
Tier	Rate	Non-Tobacco User Discounted Rate	Tier	Rate	Non-Tobacco User Discounted Rate
Employee Only	\$45.00	\$30.00	Employee Only	\$60.00	\$40.00
Employee + Spouse	\$80.00	\$65.00	Employee + Spouse	\$106.67	\$86.67
Employee + Child	\$70.00	\$55.00	Employee + Child	\$93.33	\$73.33
Employee + Children	\$77.50	\$62.50	Employee + Children	\$103.33	\$83.33
Employee + Family	\$85.00	\$70.00	Employee + Family	\$113.33	\$93.33

Pension Plan

All employees become eligible to participate in the Pension Plan after they have completed two (2) years of service without an intervening break in service and have attained twenty-one (21) years of age. FCEOC contributes an amount equal to five percent (5%) of each employee's compensation during the Plan Year. Employees may make a voluntary contribution in an amount not to exceed ten percent (10%) of their compensation during the Plan Year.

Tax Deferred Retirement Plan

All employees have the option to save for retirement through a voluntary, self-directed Tax Deferred Retirement Plan under the provisions of Section 403(b) of the Internal Revenue Code. Participation in the Tax Deferred Retirement Plan is voluntary. Employees wishing to participate in the Tax Deferred Retirement Plan must complete a 403(b) Retirement Plan Application and a 403 (b) Salary Deferral Agreement.