



Compensation & Benefits Summary

MEDICAL INSURANCE COVERAGE

Employees may choose from several HMO and PPO health plans administered through CalPERS. WRCOG covers medical insurance for the employee + one dependent at the CalPERS Region 3 Kaiser Rate.

Employees may waive WRCOG-sponsored medical plans by providing evidence of other medical coverage each plan year. Upon meeting eligibility requirements, the employee is eligible to receive an opt-out reimbursement amount which is one-fourth of the CalPERS Region 3 Kaiser Rate. This medical opt-out payment is paid as taxable earnings. This amount is subject to change each plan year.

DENTAL & VISION INSURANCE

Premiums for dental and vision insurance are covered 100% by WRCOG for the employee and all their dependents.

LIFE INSURANCE

Life insurance in the amount of \$50,000 is provided by WRCOG for the employee. Employees may voluntarily elect to enroll in additional life insurance products. An Employee Assistance Program (EAP) is also offered to employees at no cost. Supplemental life insurance is available at a cost to the employee through payroll deductions. Additional short-term and long-term disability insurance plans are also available at a cost to the employee through payroll deductions. *For complete coverage details, see the 2024 benefit guide.*

RETIREMENT – ADD FORMULAS

Employees become members of the California Public Employees' Retirement System (CalPERS). Effective January 1, 2013, for new members of the California Public Employees' Retirement System (CalPERS), the retirement formula is calculated at 2% @ 62 with a three-year average formula. Please see the CalPERS website at: www.calpers.ca.gov for more detailed information. Information is subject to change each fiscal year.

PAID HOLIDAYS

Employees receive the following 14 designated holidays:

- New Year's Day
- Dr. Martin Luther King Jr. Day
- Presidents Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Veterans Day
- Wednesday before Thanksgiving
- Thanksgiving Day

- Friday after Thanksgiving
- Christmas Eve
- Christmas Day
- New Years Eve

VACATION ACCRUAL

Years Of Service	Total Hours
0 to 3	80.08 hours (3.08/pay period)
4 to 9	120.12 hours (4.62/pay period)
10 to 14	161.20 hours (6.2/pay period)
15+	200.20 hours (7.7/pay period)

FRINGE BENEFIT

Program Manager and Director positions receive a fringe benefit of 2.3 hours per pay period.

SICK LEAVE

Employees accrue sick leave at a rate of 4 hours per pay period, totaling 104 hours per year.

TIME & TENURE BENEFIT PAY (3% FLEX)

After three years of service, employees receive a time and tenure benefit equivalent to 3% of their base salary.

DEFERRED COMPENSATION

Employees may contribute to a 457 deferred compensation plan. IRS contribution caps may apply. There is no contribution or “match” offered by WRCOG.

FLEXIBLE SPENDING ACCOUNTS

Tax-exempt savings plans are offered to pay for eligible expenses associated with healthcare, dependent care, and transportation.

***For a complete list of benefits, please see the WRCOG Employee Handbook ***

Updated 08/28/2024