

District Health and Welfare Package

Glendale Community College provides a robust and comprehensive health and welfare package for eligible employees and their families. **Glendale College pays for 100% of the premium for full-time employees' and eligible dependents' Medical, Dental and Vision coverage**, as well as **100% of the premium for the employee's Basic Life/AD&D**.

Medical Benefits	Employee choice of Blue Shield PPO, Blue Shield HMO, and Kaiser Medical Plans
Vision and Dental	VSP Vision Care Plan Delta Dental PPO
Basic and Voluntary Life Insurance	<u>New York Basic Term Life</u> – Paid by Glendale Community College for active, full-time employees working a minimum of 20 hours per week <u>New York Voluntary Term Life</u> – Additional Employee/Spouse/Child. Paid by Employee if they choose.
Various optional insurance plans	AFLAC offers voluntary short-term disability, accident, critical care, and hospital plans.
Flexible Spending Accounts	Flexible Spending Accounts (FSAs) allow employees to withhold pretax dollars for qualified medical and dependent care (DFSA) expenses and is administered by PrimePay.
Defined Benefit Retirement Plan	CalPERS www.calpers.ca.gov –The California Public Employees' Retirement System is a defined pension plan for classified, confidential, and management employees. Member contribution rate is Classic 7% / PEPR 8%. Deductions are pre-tax.

	<p>CalSTRS www.calstrs.com –The California State Teachers’ Retirement System is a defined pension plan for certificated employees. Member contribution rate is 10.25% for those hired before 1-1-2013 / 10.205% for those hired on or after 1-1-2013. Deductions are pre-tax and there is no deduction for Social Security.</p>
<p>Optional 403(b) and 457 retirement Plans</p>	<p>Administered by SchoolsFirst Plan Administration, LCC.</p>
<p>Employee Assistance Program (EAP)</p>	<p>GuidanceResources, a comprehensive Employee Assistance Program, offers confidential emotional support, as well as legal, financial and work-life guidance.</p>
<p>Paid sick leave</p>	<p>Full-time employees accrue sick leave at a rate of one day per month worked. Faculty and counselors are allotted 10 days per academic year.</p>
<p>Paid District holidays</p>	<p>Glendale Community College observes 20 paid holidays.</p>
<p>Wellness Program</p>	<p>OUR Wellness Program is designed to help improve the health and overall well-being of all employees at Glendale Community College. Offerings may include yoga, Zumba, chair massages, Mindfulness seminars, access to our Fitness Center, activity challenges, and provider events such as stress reduction, nutrition, sleep management, and exercise.</p>

Paid vacation (Classified Staff and Administrators)

Classified Employees:	
Years of Service	Vacation Days Per Year
Zero to less than five (5) years of service	15 Days per year
Attainment of five (5) years of service but less than ten (10) years of service	20 Days Per Year
Attainment of ten (10) years of service or more	22 Days Per Year
Management and Confidential Employees:	
	Vacation Days Per Year
Administrators, Managers and Supervisors	22 vacation days per year
Confidential employees	13 vacation days on initial hire and receive an additional day each year until they are at 22 vacation days.