

**Truckee Tahoe Airport District
Employee Benefit Summary**

VACATION

Vacation may be earned by regular full-time employees on a pro-rata basis per pay period based on the following schedule:

YEARS OF SERVICE	HOURS EARNED PER YEAR	
	Non-exempt Employees	Exempt Employees
1-4	80	160
5-9	120	200
10-14	136	216
15-20	160	240
More than 20	Additional 8 hours per year of service	

SICK LEAVE

Sick Leave shall be credited to regular full-time employees in good standing on the basis of one eight (8) hour day for each month of service.

HOLIDAYS

Eight hours of holiday pay is paid at regular time for the following days:

<i>HOLIDAY</i>	<i>OBSERVED</i>
<i>New Year's Day</i>	<i>January 1st</i>
<i>Martin Luther King Day</i>	<i>Third Monday in January</i>
<i>President's Day</i>	<i>Third Monday in February</i>
<i>Memorial Day</i>	<i>Last Monday in May</i>
<i>Independence Day</i>	<i>July 4th</i>
<i>Labor Day</i>	<i>First Monday in September</i>
<i>Columbus Day</i>	<i>Second Monday in October</i>
<i>HOLIDAY</i>	<i>OBSERVED</i>
<i>Veterans' Day</i>	<i>November 11th</i>
<i>Thanksgiving</i>	<i>Last Thursday in November</i>
<i>Day After Thanksgiving</i>	<i>Last Friday in November</i>
<i>Christmas Day</i>	<i>December 25th</i>

LIFE INSURANCE

The District provides \$25,000 of life insurance coverage for all employees through Blue Shield.

MEDICAL, DENTAL AND VISION PLANS

The District offers medical, dental and vision coverage for the employee and dependents. Eligibility is subject to the completion of one full month of employment. The District pays 93% of the premiums associated with the coverage, and the employee portion is paid via payroll deduction.

Medical coverage

Current provider – Blue Shield

Policy – Shield Spectrum PPO Plan

Deductible - \$250/\$500

Copay - \$15/office visit

- 90/10 coverage in network and 70/30 out of network

Copay max/year - \$2,500/\$5,000

Dental coverage

Current provider – MetLife

Annual Benefit (per person) - \$1,500

Deductible - \$25/\$75

Orthodontia (children only) – lifetime maximum \$1,000/child

Vision

Eye exam – once per 12 months

New lenses – once per 12 months

New frames – once per 24 months

DISABILITY INSURANCE

Employees are covered under California's State Disability Insurance plan (SDI), which provides low-cost protection for loss of earnings due to non-work-related illness or accident. Benefits begin on the first (1st) day of hospitalization or after the seventh (7th) day of illness or accident if you are not hospitalized.

RETIREMENT

Upon hire employees are eligible to participate in PERS. The District's pension formula is 2.7% at 55 years of age. Employees participating in PERS do not pay in to the Federal Social Security program. Employees are fully vested in the plan after five years of service. The employees contribute a percentage of up to 8% of their gross pay each pay period to participate in PERS.

The District has a 457 Plan available for employee contributions. The District does not make any contributions to the deferred compensation plan.

EDUCATIONAL ASSISTANCE PROGRAM

TTAD will reimburse employees for work-related courses to encourage development after one (1) year of continuous, full-time employment, subject to certain guidelines. TTAD will reimburse eligible employees for up to 100% of the cost of tuition and required textbooks/equipment upon successful completion of the approved course. The General Manager may generally approve no more than \$500 per course or semester, and no more than \$1,000 per year per employee. TTAD will not defray 100% of the costs involved in degree producing programs.