

RETIREMENT BENEFITS POLICY AS ADOPTED BY THE COMMISSION ON 6/25/2008

LAFCO employees will receive health insurance and dental insurance in accordance with the following contribution rates: LAFCO shall be responsible for 80% of the health and dental insurance premium contribution rates and the employee shall be responsible for remaining 20% of the premium. A brochure setting forth coverage details will be made available to employees. Currently LAFCO purchases health and dental insurance through the County of El Dorado, and as such abides to any restrictions and benefits in its dental and health insurance plans.

C. Retirement Benefits

LAFCO provides, through the California Public Employees Retirement System (CalPERS), a retirement plan for eligible employees. New employees shall pay the full 7.0% employee share of PERS contribution for the first twenty-six (26) pay periods of continuous LAFCO service. At the expiration of twenty-six (26) pay periods of employment, LAFCO will pay 3.5% of the employee's contribution to PERS from the twenty-seventh (27th) to fifty-second (52nd) pay period of continuous LAFCO service. Beginning with the fifty-third (53rd) pay period of continuous LAFCO service, LAFCO will pay the full 7.0% of the employee's PERS contribution. The Commission will review and establish the benefits annually at its discretion. A Benefits Summary Chart will be prepared annually setting forth these benefits and provided to all LAFCO employees.

3.2 TUITION REIMBURSEMENT

A. Overview

LAFCO encourages and supports efforts by its employees to improve their skills and educate themselves for advancement. LAFCO believes that assisting the employee in the pursuit of an educational agenda or to otherwise expand their work-related knowledge base will benefit both the employee and LAFCO. This policy shall apply only to courses requested by the employee in accordance with the criteria set forth below and submitted on a form to be provided by LAFCO.

B. Requirements for Partial Reimbursement of Tuition:

1. The requesting employee must be and have been in a regular full-time position with LAFCO for at least two (2) years prior to the start of the course in question.

RETIREMENT BENEFITS POLICY AS AMENDED BY THE COMMISSION ON 4/22/2009

I. Lunch Break

The normal lunch break is at least 1/2 hour. Staffing needs and operational demands may necessitate variation in starting and ending time.

PART 3 – BENEFITS

3.1 INSURANCE AND OTHER BENEFITS

A. Overview

The intent of this policy is to provide insurance and other benefits to all regular full-time and part-time employees of LAFCO. The Commission will review and may change these benefits on an annual basis at its discretion.

B. Health and Dental Insurance

LAFCO employees will receive health insurance and dental insurance in accordance with the following contribution rates: LAFCO shall be responsible for 80% of the health and dental insurance premium contribution rates and the employee shall be responsible for remaining 20% of the premium. A brochure setting forth coverage details will be made available to employees. Currently LAFCO purchases health and dental insurance through the County of El Dorado, and as such abides to any restrictions and benefits in its dental and health insurance plans.

C. Retirement Benefits

LAFCO provides, through the California Public Employees Retirement System (CalPERS), a retirement plan for eligible employees. Existing employees hired before January 1, 2009 shall continue receiving all CalPERS benefits and allocation contributions they were receiving as of December 31, 2008. Employees hired after January 1, 2009 shall pay the full 7.0% employee share of PERS contribution. The Commission will review and establish the benefits annually at its discretion. A Benefits Summary Chart will be prepared annually setting forth these benefits and provided to all LAFCO employees.