

- Benefit Description: Section 21354.5  
The PERS plan will be the "2.7% @ 55 formula with all prior years of service recognized" for employees hired before January 1, 2013. Employees hired after January 1, 2013, who are new to PERS, will receive benefits under the Public Employees' Pension Reform Act (PEPRA) 2% at 62 plan.
- Benefit Description: Section 20042  
One-Year Final Compensation
- Benefit Description: Section 21624, 21626, & 21628  
Post Retirement Survivor Allowance

The District and the employees agree that the District will pay the entire 8% employee contribution for all employees hired prior to 2001. Employees hired after January 1, 2001, and on or before January 1, 2012, shall pay 7%. Employees hired after January 1, 2012, shall pay their entire employee contribution.

Vesting for retirement benefits will be in accordance with CalPERS requirements.

### **Article 29: Uniforms and Safety Equipment**

The District shall provide, as an employee benefit, all full-time field operational personnel with uniforms to be worn while on duty and District owned safety equipment. The District shall provide, as an employee benefit, all full-time office personnel with at least two (2) office appropriate shirts and/or sweater. The district will reimburse full-time operational personnel, upon date of hire and annually thereafter, up to a maximum amount of \$200 for the purchase of steel-toe shoes or boots. Field operational personnel may purchase a second pair of shoes if field personnel can do so within the allotment of \$200; the employee shall contribute the additional funds required if the cost exceeds the \$200 allotment. Employees will be allowed to use this amount to also purchase other uniform related items such as belts, shoe or boot inserts, laces, etc. Employees who have provided notice of intent to voluntarily resign or retire are not eligible for the \$200 allowance.

### **Article 30: Wellness**

The District shall provide, as an employee benefit, an Employee Assistance Program (EAP).

### **Article 31: Job-Related Instruction**

The District agrees to reimburse the full cost of any District approved work related course of instruction or study that MOU members may attend. Reimbursement will only occur upon successful completion of the course with a passing grade and appropriate certification if applicable.

The District retains the right to approve any and all courses of study prior to attendance by the MOU Employee. The course must be approved by a supervisor prior to attendance in order to be eligible for reimbursement.