

RANCHO SIMI RECREATION AND PARK DISTRICT

FULL-TIME EMPLOYEE BENEFITS

Salary: Each job classification has an 11-step salary range.

Annual Leave: Annual leave benefits are based upon length of service: less than 5 years accrues 15 days; 5-10 years accrues 21 days; over 10 years 25.5 days

Holidays: 12 paid holidays observed per year, plus 1 paid floating holiday that is designated by the employee.

Insurance: District pays term life insurance premium for employee of \$20,000; employee has the option to buy additional coverage, in \$5,000 increments, up to a total max. coverage of \$70,000. District contributes up to \$438.42/mo. towards the premium for health insurance through CalPERS.

Flexible Benefit Payment: District provides a Flexible Benefit Payment of \$530/mo. that the employee may apply towards their PERS health ins. and/or optional life ins. premiums, direct into their Flexible Spending Account, or apply to their pay.

Flexible Spending Account: Employees may direct a portion of their pay so that eligible health and dependent care expenses can be paid with pre-tax dollars.

Retirement: Employees contribute to Social Security, and are also enrolled in PERS. The PERS benefit formula is 2% @ 62, based upon an average of the three (3) highest years of income. Employees will also be responsible to pay their contribution to PERS equal to 50% of the normal cost for their defined benefit plan or the current contribution rate of similarly situated employees, whichever is greater.

Retiree Health Insurance: Employees retiring under PERS may receive up to \$438.42/month towards the premium for coverage under a PERS health insurance plan.

457 Deferred Compensation Plan: Employees may elect to defer a part of their compensation on a pre-tax basis.

Education Reimbursement: Employees may be reimbursed for pre-approved job-related tuition and book expenses.

Voluntary Dental Insurance Plan

Voluntary Short-term Disability Program

Uniform Allowance: District provides uniforms and cleaning service for maintenance and Ranger staff; limited reimbursement for protective footwear and/or hat is available to specified positions.

EMPLOYMENT STANDARDS

Employment Standards: Please carefully review the employment standards section of this "Employment Opportunity" bulletin to determine your qualifications.

Probation: Probationary period is six months, and may be extended. Unsatisfactory performance may result in termination. Employment is "at-will".

Background Check: Background of each candidate selected to fill a position will be reviewed, including fingerprinting results, to determine eligibility for employment.

Physical Activity Standards: Most positions require as the last step in the hiring process that the candidate successfully completes a pre-employment medical exam. A Tuberculin Skin Test is included in the pre-employment exam.

Drug Testing: Specific positions requiring specialized commercial driver's licenses will be included in the Dept. of Transportation drug testing program and must undergo random drug screening.

Application and How to Apply: An original, fully completed, dated and signed Rancho Simi Recreation and Park District application is required to apply for a position. This document must be received by the Park District by the closing date and time indicated on the front of this bulletin. A faxed or electronic submission is not accepted. Applicants should be specific and fully indicate experience and other qualifications on their application; additional sheets may be attached, if needed. Resumes are not accepted in lieu of a fully completed application. Falsification or omission of information during the application and screening process is disqualifying, and can be cause for termination.

Reasonable Accommodations: The District is an Equal Opportunity Employer. Under the Americans with Disabilities Act (ADA), the Park District will provide reasonable accommodations to qualified individuals with disabilities. You may contact Human Resources to discuss potential accommodations.

7/1/15

RANCHO SIMI RECREATION AND PARK DISTRICT

Human Resources, 1692 Sycamore Dr., Simi Valley, CA 93065
(805) 584-4400; www.rsprd.org

