

# **RANCHO SIMI RECREATION AND PARK DISTRICT**

## **SUMMARY OF BENEFITS**

### **PART-TIME EMPLOYEES**

#### **Public Employees' Retirement System (PERS)**

Some part-time positions may qualify to participate in the Public Employees' Retirement System ("CalPERS").

#### **Health Insurance**

The Affordable Care Act ("ACA") provides eligibility for a District provided health insurance benefit to part-time employees under some circumstances.

[Sick Leave – click here](#)

#### **Short-term Disability**

Employees may purchase short-term disability coverage through Aflac.

#### **Deferred Compensation Plan**

Employees may contribute wages on a pre-tax basis into a 457 Retirement Plan.

#### **Educational Reimbursement**

Employees that hold the classification of either Site Director (also known as Before and After School Club Director) or Assistant Director in the District's Before and After School Club Program who have been with the Park District for a minimum of six (6) continuous months and have passed probationary employment may be eligible to receive reimbursement for pre-approved job-related education tuition and book expenses.

#### **Social Security**

The District participates in the Social Security Program and, together with the employee, makes the required payments and deductions.

#### **Uniforms**

The District provides uniforms and laundry and/or dry cleaning service for maintenance employees and Park Rangers, and also provides a reimbursement program of up to \$100 annually for the purchase of protective footwear and/or hat for certain maintenance positions. A limited number of District issued shirts and swimsuits are provided for some positions.

#### **Pool Pass**

Employees may be issued a pass to use the Rancho Simi Community Pool during regular hours that the pool is open for public swim.

#### **Program Discounts**

Employees working an average of 30 hours per week under the ACA are permitted an 80% [discount](#) on RSRPD Before and After School Clubs and Summer Camps, excluding field trips, for employee's children if they reside with the employee.