

BENEFITS OVERVIEW

Effective: November 15, 2022

Retirement: NCTD participates in the CalPERS retirement program with a benefit formula of 1.5% @ 65 for PEPPRA new members. Benefits are calculated based on your age at retirement, the number of years of service credit with CalPERS and the average of your monthly compensation over the past 36 months (36 months average highest hourly pay rate). The current employee contribution rate each payroll is 4.75% for new members. Taxes are deferred to retirement.

457(b) Deferred Compensation Plan: NCTD offers a Voluntary Deferred Compensation Savings Plan through VOYA Financial Services. Employees are eligible to enroll any time after the date of hire. The plan allows you to contribute pre-tax and/or post-tax dollars into selected funds of your choice. The plan also allows you to:

- Contribute up to amount specified annually by the IRS
- Catch-up plan for those 50+ of up to amount specified annually by the IRS
- Is portable, can be rolled over into another qualified retirement plan
- Employer match into a 401(a) account (50% up to 8% of employee compensation; Max NCTD contribution of 4%)

Medical Insurance: NCTD offers a rich variety of HMO and PPO plans to choose from and contributes towards your monthly medical premiums, if the coverage you select costs more than the amount NCTD contributes, then payroll deductions will be withheld on a pre-tax basis.

If medical insurance is selected, NCTD will contribute the listed amount towards your selection:

- \$550/month for single coverage
- \$1,040/month for employee + one dependent
- \$1,392/month for employee + 2 or more dependents

Dental Insurance: NCTD offers two different dental plans for employees and their eligible dependents (HMO and PPO) from a reliable dental insurance provider. Human Resources can provide information regarding annual insurance provider and available plans. Both plans are part of NCTD's cafeteria plan (pre-tax payroll deductions for monthly premiums).

Vision Insurance: NCTD offers vision services for employees and their eligible dependents through a reliable vision insurance provider. Human Resources can provide information regarding annual insurance provider and available plan. The plan is part of NCTD's cafeteria plan (pre-tax payroll deductions for monthly premiums).

The benefits include:

- \$10.00 co-pay for Annual Exam
- No charge for standard lenses every 12 months
- \$125 retail allowance for frames every 2 years; OR \$125 toward the contact lens.

Life Insurance: NCTD cares for its employees, and thus provides at no cost to the employee group life insurance in the amount of \$50,000 (coverage includes Accidental Death and Dismemberment and Accelerated Death benefits). Additional life insurance is available for you and your eligible dependents at your expense. * Tax reporting is required for any amounts over \$50,000, per IRS guidelines. Supplemental life insurance coverage premiums are deducted on a post-tax basis.

Short Term Disability Insurance: NCTD offers two Voluntary Short-Term Disability Insurance plans. It will cover 20% of your total weekly earnings up to \$1,500 per week.

- Choice 1 benefits begin after 1 day of disability for Accident, and 8 days of disability for Sickness. Deductions are post-tax and benefits are payable up to 26 weeks.
- Choice 2 benefits begin after 8 days of disability for Accident, and 15 days of disability for Sickness. Deductions are post-tax and benefits are payable up to 26 weeks.

Long Term Disability Insurance: NCTD offers voluntary Long-Term Disability (LTD) insurance. You may elect units of \$100 up to 60% of your hourly wage to a maximum of \$6,000/month. Deductions are post-tax, coverage 24/7, limitations or exclusions, and benefits are payable to age 65 or for two years (whichever is longer).

Flexible Spending Account Plan: NCTD offers two core FSA plans and two Commuter plans. Health Care and Dependent Care plans are "Use It OR Lose It" calendar year plans (Jan. 1st – Dec. 31st). The Commuter Transit and Parking plans do not have a "use it or lose it" policy. Plans are as follows:

- Health Care Spending Account:
 - » May contribute up to amount specified annually by the IRS
- Dependent Care Spending Account:
 - » May contribute up to amount specified annually by the IRS (including limitations if married)
- Commuter Transit Accounts:
 - » May contribute up to amount specified annually by the IRS

Disability Insurance: Employees contribute to California State Disability Insurance (SDI). The current contribution rate is 1.1% of earnings and is totally paid by the employee. After the 7-day waiting period, SDI pays a percentage of employee's salary up to a maximum of \$1,540.00 per week, for up to 52 weeks. SDI may be coordinated with Paid Time Off (PTO).

Accident Insurance: NCTD offers voluntary accident insurance. You may elect coverage for you and your dependents for a flat monthly rate. Deductions are post-tax.

Critical Illness Insurance: NCTD offers Voluntary Critical Illness Insurance which can fill a financial gap if you experience a serious illness such as cancer, heart attack or stroke. You may elect coverage up to \$10,000 in increments of \$5,000, for you and between \$2,500 - \$5,000 for your dependents, not to exceed 50% of coverage amount. Deductions are post-tax.

Hospital Indemnity Insurance: NCTD offers Voluntary Hospital Indemnity Insurance. You may elect coverage for you and your dependent for a flat monthly rate. The plan provides benefits due to hospital stays for covered accident or sickness. Deductions are post-tax.

Administrative Holidays: 9 recognized paid holidays per year: New Year’s Day, Martin Luther King Day, President’s Day, Memorial Day, Independence Day, Labor Day, Veterans’ Day, Thanksgiving Day, and Christmas Day.

PTO (Paid Time Off): All NCTD Regular, Probationary, and Limited-Term employees shall receive Paid Time Off (PTO). PTO shall be taken at reasonable times approved by the employee’s supervisor.

PTO shall be earned equally in each pay period during the year in accordance with the following schedule, based on the number of years of NCTD service completed:

- 0 through 3.99 years of service completed: 120 hours per year (15 days)
- 4.00 through 9.99 years of service completed: 176 hours per year (22 days)
- 10 and more years of service completed: 216 hours per year (27 days)

Bereavement: NCTD offers up to three (3) days of paid leave. Five (5) days if travel is greater than 300 miles.

Transportation Passes: All NCTD employees receive an identification “PRONTO Card” which can be used to ride the following NCTD/MTS transit services (BREEZE, FLEX, SPRINTER, COASTER, MTS Bus, Trolley) at no charge. Eligible family members also receive a pass for NCTD public transportation at no charge (paratransit excluded).

Employee Assistance Plan: The EAP offers assistance in areas such as:

- Emotional Support
- Work/Life Balance
- Family Care

Family Status Change: This allows you to add/drop dependents from current benefit plan elections per IRS “Qualifying Events.” If a “Qualifying Event” occurs, you MUST contact HR within 30 days of event, (Qualifying Event must relate to the benefit change you are requesting).

Please contact Human Resources should you have any questions regarding NCTD Benefits.