

BENEFITS

We are proud to offer an attractive benefits package: Our benefits program is just one way that Humboldt Transit Authority (HTA) is committed to your success and well-being. The following list of benefits and services are available to full-time employees:

- **100% PAID Medical - HTA pays 100% Medical to employees and eligible dependents**, of the monthly premium for medical insurance of the least expensive plan offered by PERS in Humboldt County.
- **Paid Dental Coverage- HTA pays 100% Dental Coverage to employees and eligible dependents.**
- **Vision Coverage:** HTA will reimburse up to \$300 of vision costs for employees and \$150 per dependent per calendar year, annually.
- **Life Insurance:** HTA pays 100% of the cost of a \$10,000 life insurance policy for each employee under 65, and a \$6,500 life insurance policy for those over 65.
- **Retirement Programs:** As defined by the California Public Employees' Pension Reform Act (PEPRA) members retirement formula is 2% @62. New members are required to pay 7.75% of their gross wages per pay period towards PEPRA (CalPERS Retirement). HTA also contributes to the cost for retiree medical benefits for all eligible qualified retired HTA employees and their dependents. For more detailed information regarding CalPERS retirement benefits, visit the CalPERS webpage; calpers.ca.gov
- **Voluntary Investment 457 Supplemental Plan:** The purpose of the Deferred Compensation Plan is to help you establish an investment savings program that grows over time and from which you can withdraw money that will supplement your retirement. Deferred Compensation contributions are automatically withdrawn from your paycheck which provides a convenient way to save for retirement. The amount you defer does not reduce the earnings upon which your pension is calculated. Any HTA employee is qualified to enroll in this plan.
- **Opt-Out in lieu of Health Insurance:** A qualifying employee opting-out of employer sponsored health insurance who provides written proof will receive an opt-out incentive equal to 100% of the employee-only premium for the least expensive plan offered by PERS in Humboldt County.
- **Paid Time Off (PTO);** Vacation is accrued based on the number of hours in paid status, after the first hour worked at .073 (averages to 3.5 weeks of PTO), for the first 2 years after the employee gains full-time status. Three (3) PTO buyout options per fiscal year.
- **Social Security:** Employees do not contribute to Social Security.

- **Sick Leave:** Sick leave accrues at the rate of .0385 beginning on the first hour worked.
- **Rate Increases:** One-step increase per calendar year until reaching Step E. Employees advance to Step F after 10 years of service, Step G after 15 years of service, and Step H after 20 years of service.
- **10 Paid Holidays Per Calendar Year:** Martin Luther King, Jr., Memorial Day, Veteran's Day, the day after Thanksgiving, and Christmas Eve, HTA operates on a Saturday schedule and employees are subject to work. **Guaranteed Holiday's Day off:** 4th of July, Thanksgiving Day, Christmas Day, New Year's Day, and any other holiday declared as such by the HTA Governing Board.
- **AFSCME Bargaining Unit:** HTA is formally represented by a union for employees classified in the bargaining unit which consists of the coach operators, mechanics, and shop supervisors. The bargaining unit is known as the American Federation of State County and Municipal Employees. **Union Dues:** 1.3% of gross wages per pay period; not to exceed \$29.00 per pay period.
- **Employee Assistance Program (EAP):** The Employee Assistance Program offers guidance on emotional, family, and other personal problems.
- **Transit Passes:** All active full-time employees and their eligible dependents are eligible for transit passes for use over HTA bus lines. Dependents of employees are only eligible up to age 26. Not eligible after 26. All retirees are eligible for transit passes.