



Hayward Area Recreation and Park District

Board of Directors

Louis M. Andrade
Rick J. Hatcher
Paul W. Hodges, Jr.
Minane Jameson
Carol A. Pereira

General Manager

Paul McCreary

FULL TIME EMPLOYEE BENEFITS

- Ten (10) working days paid vacation each year; fifteen (15) days after five (5) years of service; and twenty (20) days after thirteen (13) years of service.
- Fourteen (14) paid holidays a year.
- Sick leave is accrued at the rate of one (1) day per month.
- Choice of three (3) health plans for employees and their dependents, most, if not all of which is paid for by the District. The medical plan design offered to employees is a \$15 HMO Plan or High Deductible PPO Plan. Employees may elect coverage provided through one of the two medical carriers, United Healthcare HMO or PPO, Kaiser Permanente HMO.
- Comprehensive dental plan for employees and their dependents.
- Vision care reimbursement benefit.
- Social Security paid for by District and employee.
- Public Employees Retirement System 2% at 62 for new hires; 2% at 60 for new employees hired after January 1, 2013 that are already members of CalPERS.
- Long Term Disability Plan paid by District.
- Life Insurance policy (\$75,000) paid by District.
- Deferred Compensation Plan available, employee funded.
- Employee Credit Union services.
- Educational Tuition Reimbursement.
- Employee Assistance Program.
- Post employment healthcare plan contribution of 2.52% of base salary paid by District.
- State Disability, employee funded.