



TCA Benefits

Pension Plan

TCA employees participate in the Orange County Employees Retirement System. The employee's cost per pay period is based upon age at entry. Employees hired prior to 1-1-13 have a 2% @55 program. Employees hired after 1-1-13 have a 2.5% at 67 program. TCA does not contribute to Social Security.

Deferred Compensation

TCA offers a 457 plan administered by the ICMA Retirement Corporation. TCA will match 50% of the employee's voluntary contribution, up to a maximum of 2% of the employee's base salary.

Medical, Dental and Vision Insurance

TCA offers medical dental and vision coverage for employees and their dependents. The cost varies, according to the plan selected. The coverage is effective on the 1st of the month following employee's start date.

Life & Accidental Death & Dismemberment (AD&D) Insurance

TCA provides life insurance and AD&D at no cost to the employee equal to two times the annual salary with a minimum value of \$100,000 and a maximum value of \$200,000. Supplemental life insurance is available for purchase by the employee.

Flexible Spending Account

Employees may elect to have pre-tax deductions for health and/or dependent care flexible spending accounts per IRS regulations.

Short and Long Term Disability Insurance

Short-term disability is paid for by TCA. Long-term disability is available at a nominal cost to the employee. Participation is encouraged to provide salary coverage in the event of a long-term illness or disability. TCA does not participate in the State Disability Insurance (SDI) Program.

Employee Assistance Program

Designed to provide assistance to those who may have a personal problem seriously affecting their ability to function at home or on the job. The program is strictly confidential and available to all TCA employees and their immediate families.

Holidays

Twelve days per year -- assigned each year and available to the employee based on the starting date.

Education Reimbursement

Reimbursement is available to full-time employees who take courses outside normal work hours. Each participating employee is eligible to receive up to \$2,500 in reimbursement for approved expenses each fiscal year, providing the employee receives a minimum passing grade of "B" in each of the classes.

9/80 Work Schedule

TCA offers a 9/80 work schedule. Off every other Friday. Monday - Thursday 9 hour workdays with the Friday worked being an 8 hour day.

Bereavement

Employees receive up to three (3) days of paid leave in the event of the death of an immediate family member and up to one day of paid leave in the event of the death of a non-family member.

Jury Duty

Employees receive up to ten (10) days of paid leave to fulfill their obligation to serve as a juror or witness.

Comprehensive Annual Leave (CAL)

CAL hours provide employees with paid time off for rest and relaxation, personal or family illness, and personal business. See attached schedule for a breakdown of CAL hours based on years of service. Employees can accumulate up to two times their annual accrual rate. Employees can sell CAL hours each quarter as long as they maintain 168 accrued hours. Employees begin accruing hours on their first payroll of employment.

Full-time exempt employees

Years of Employment	Maximum Annual Accrual of CAL Time	Accrual Rate Per Paid Hour	PSL	Capped Amount of CAL and PSL
0-2	165 hours	0.0793	27 hours	384 hours
More than 2 years	181 hours	0.0870	27 hours	416 hours
More than 5 years	197 hours	0.0947	27 hours	448 hours
More than 10 years	221 hours	0.1063	27 hours	496 hours

Full-time non-exempt employees (assumes a standard 9/80 work schedule)

Years of Employment	Maximum Annual Accrual of CAL Time	Accrual Rate Per Paid Hour	PSL	Capped Amount of CAL and PSL
0-2	125 hours	0.0601	27 hours	304 hours
More than 2 years	157 hours	0.0755	27 hours	416 hours
More than 5 years	173 hours	0.0832	27 hours	400 hours
More than 10 years	197 hours	0.0947	27 hours	448 hours