



## Employment Benefits

Desert Recreation District offers a generous, competitive compensation and benefits package.

### Full-Time Team Members

#### Health & Welfare Benefits

- Medical (PPO, HMO, EPO)
- Dental
- Vision Insurance
- Medical Flexible Spending Account (Pre-Tax)
- Dependent Care Account (Pre-Tax)
- Life Insurance (1x annual salary)
- Accidental Death & Dismemberment (1x annual salary)
- Long Term Disability (60% of salary)

#### Financial Benefits

- Defined Contribution Retirement Plan (401a)
- Deferred Compensation Retirement Plan (457b)
- Financial Planning & Investment Assistance

#### Time-Off Benefits

- Holidays: 12 paid + 1 floating holiday annually
- Sick Leave: 12 paid sick days annually
- Vacation: 2 to 6 weeks, based on length of service
- Management Leave (Exempt): 80 hours annually

#### Work/Life Benefits

- District Discounts on programs and facility rental
- Employee Assistance Program including counseling; basic legal services and will preparation services
- Team Member Referral Program
- Will Preparation Services

### Part-Time Team Members

- One-week vacation (20+ hours per week) per year
- District Discounts on programs and facility rental
- Retirement Plan
- Team Member Referral Program
- Sick Time

The information on this website offers only a brief overview of the benefit plans available to team members. Every effort has been made to ensure that the information on this website is accurate; however, no warranty of complete accuracy is made. All benefits are governed by the actual benefit plans which have precedence over the information on this website. In the event of a conflict between this website and the plan documents/policies, the plan documents /policies will govern. The District reserves the right to change, suspend, or cancels its benefit plans, policies or practices at any time, with or without notice.