



DESERT RECREATION DISTRICT

Employment Benefits

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

Full-Time Team Members

Health & Welfare Benefits -District contributes up to \$1,200 per month towards medical, dental, and vision premiums.

- **Medical Insurance (PPO and HMO)**
- **Dental Insurance**
- **Vision Insurance**
- **Medical Flexible Spending Account (Pre-Tax)**
- **Dependent Care Account (Pre-Tax)**
- **Life Insurance (1x annual salary) – No cost to team member**
- **Accidental Death & Dismemberment (1x annual salary) – No cost to team member**
- **Long Term Disability (60% of salary) – No cost to team member**

Financial Benefits

- **Defined Contribution Retirement Plan (401a) – 7.5% District contribution**
- **Deferred Compensation Retirement Plan (457b)- Up to 2.5% match contribution**
- **Financial Planning & Investment Assistance**
- **Annual Vacation Buy Back Program**

Time-Off Benefits

- **Holidays: 12 paid + 3 floating holidays**
- **Sick Leave: 12 paid sick days annually**
- **Vacation: 2 to 6 weeks, based on length of service**
- **Management Leave (Exempt): Accrue 80 hours annually; 96 hours cap.**

Work/Life Benefits

- **District discounts on programs and facility rental**
- **Employee Assistance Program - includes counseling; basic legal and will preparation services**
- **Team Member Referral Program**
- **Team Member discounts for theme parks, movie tickets, car rentals, hotel reservations, and more!**

Part-Time Team Members

- **Vacation accrual (work 40+ hours work per pay period)**
- **District Discounts on programs and facility rental**
- **Retirement Plan**
- **Team Member Referral Program**
- **Sick Time**
- **Employee Assistance Program - includes counseling, basic legal, and will preparation services**
- **Team Member discounts for theme parks, movie tickets, car rentals, hotel reservations, and more!**

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 cancel its benefit plans, policies or practices at any time, with or without notice.