Altadena Library District Benefits Summary

The Altadena Library District provides a competitive compensation and benefits package. The District has adopted a six-step salary schedule with step advances granted at six months and every year thereafter until step five is reached. Step six is merit-based and only achieved through an “exemplary” rating on an employee’s annual evaluation. New classified employees are typically placed on the first step of the assigned salary range.

Benefits Include:

- **Retirement:** CalPERS, 2% @ 55 for classic members (employee pays 7% of member share), or 2% @ 62 for new members enrolled as of 01/01/2013 or afterward (employee pays 7.25% of member share). The District also participates in Social Security.
- **Vacation Leave:** Full-time employees accrue at a rate of 18 days per year for five years, 21 days per year after five years, 23 days per year after nine years, and 28 days after 15 years. Although accruing leave, new employees are not eligible to use vacation leave during their six-month introductory period.
- **Holidays:** Altadena Library District observes 12 paid holidays per year.
- **Sick Leave:** Paid sick leave accrues at the rate of 1 day per month, or 12 days per year for full-time employees.
- **Health Insurance:** The District and the employee share the cost of an employee selected health care plan; District pays up to $600 per month; this will increase to $680.97 per month starting on January 1, 2023.
- **Dental and Vision Insurance:** The District covers 100% of the cost for employee premium.
- **Life Insurance:** $15,000 Life Insurance Policy is provided.
- **An annual Wellness Stipend** is given at the beginning of the fiscal year to all staff. The District also pays $50 a month in Bilingual Pay for those that qualify.
- **Deferred Compensation:** Voluntary program available through CalPERS.