

TOTAL COMPENSATION

WORK/LIFE BALANCE



- Generous paid time off including:
 - 15 Paid Holidays
 - Vacation Leave (80-160 hours annually)
 - Sick Leave (12 days/year)
- Employee Assistance Program
 - Free professional support for a variety of needs
- 9/80 work schedule
- Telecommuting*
- Family Medical Leave, Bereavement, Military, Jury Duty/Witness Leave, and Domestic Violence leave
- Leave Donation to assist other employees experiencing a personal emergency

MONETARY COMPENSATION

- Competitive pay
 - Agencywide full market study every 2-3 years. Years when study is not conducted, review of market rate adjustments, where employees may be eligible for up to a 4% increase
- Project Incentive Pay and Acting Assignment Pay for out-of-class assignments and special projects
- Annual reviews with potential for merit increases
- Maintenance On-Call Incentive Pay*
- Protective Footwear Allowance*
- Employee referral program with cash incentive*
- Bilingual Pay*
- Management Incentive Pay*



RETIREMENT

- Public Employees Retirement System (PERS)
 - Contribution of up to 8% will be deducted from an employee's bi-weekly paycheck and put into their CalPERS account. The HACSB in turn will also contribute a % into the employees CalPERS account.
- Social Security System
- Optional Deferred Compensation Plan
 - Pre-tax contribution to a 457(b)-retirement plan
- Medical Retirement*



TOTAL COMPENSATION

LEARNING & CAREER DEVELOPMENT



- Education Reimbursement*
 - College courses, degree programs, seminars, and training classes.
- Promotional opportunities
- Job Shadowing Program (currently in development)
- BizLibrary online training opportunities
- Public Service Loan Forgiveness (PSLF) qualifying employer

HEALTH & WELLNESS

- Medical - HACSB pays 85% for employee + dependents.
- Dental & Vision - HACSB pays 100% for employee only coverage.
- Life insurance, AD&D, & Long Term Disability - HACSB pays 100% for employees at certain coverage levels.
- Voluntary benefits options:
 - Additional life insurance, AD&D, short term disability, accidental & sickness coverage, and critical illness coverage.
- Flexible Spending Account (FSA)
- Fun agencywide wellness challenges



OTHER BENEFITS

- Tickets at Work
 - Access to exclusive discounts, special offers and access to preferred seating and tickets to top attractions, theme parks, shows, sporting events, movie tickets, hotels and much more.
- Microsoft Home Use Program
- Wireless Phone Discounts



*Benefits mainly apply to full-time positions. *Certain benefits only apply to eligible positions and/or must meet eligibility criteria.*

Please contact HR for more information.



Housing Authority of the
County of San Bernardino
Building Opportunities Together