



Valued Perks

SCLARC offers a great benefit package which includes medical/dental/vision/life insurance and the following perks...

Holiday Agency Closure

- Agency closure – December 24, 2021 – January 1, 2022
- Employees are required to use vacation time during the Holiday Closure (New hire employees cannot use accrued vacation time during their 6 month introductory period for the Holiday Closure)

10 Paid Holidays

New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Independence Day
Labor Day, Veteran's Day, Thanksgiving Day, Day After Thanksgiving, Christmas

Vacation Time

Vacation time is accrued immediately upon hire by all full-time employees as follows:

- Hours per pay period 4.61
- 15 days per calendar year during the first 5 years of employment

Sick Time

- Full-time employees begin to accrue sick pay benefits from the date of employment and are eligible for sick pay upon accrual.
- Hours per pay period 3.69

Personal Business Days

The agency provides three personal business days each calendar year to each full-time and part-time employee who works more than 20 hours per week. (Employees that start after July 1st will only receive 2 Personal Business Days for the calendar year)

CalPERS Pension Plan

CalPERS offers a defined benefit plan where retirement benefits are based on a formula (2% @ age 60). Retirement benefits are calculated based on a member's years of service credit, age at retirement, and final compensation (average salary for a defined period of employment).

CalPERS 457 Plan

The CalPERS Supplemental Income 457 Plan is a deferred compensation retirement savings plan that is offered to employees to help them reach their retirement income goals.

401k Plan

The SCLARC 401(k) Retirement Plan is a great way to save for retirement and currently offers a 50% match up to 4%. An employee must contribute 8% in order to receive the 4% SCLARC match.

Employee Assistance Program

EAP Program: 24/7/365!

Flexible Spending Account, Dependent Day Care, Transit, and Parking (through ADP)

- You may contribute to the Flexible Spending Account, Dependent Day Care, Transit, or Parking plans using pre-tax payroll deductions. You may use those dollars for IRS Qualified medical expenses (not covered by your medical plan) for you, your spouse & dependents, qualified dependent day care, transit and/or parking.

Voluntary Employee Supplemental Plans

- Disability Insurance
- Accident Insurance
- Cancer Insurance
- Critical Illness Insurance
- Short-Term disability Insurance
- Hospital Confinement Indemnity Insurance
- Life Insurance with Long Term Care Rider