

REPORT ON MANAGERIAL SALARIES, WAGES AND BENEFITS

Regional Center: **Orange**

Date: January 1, 2026

INSTRUCTIONS: Please provide a listing of salaries, wages, and employee benefits for all managerial positions for which the primary purpose is the administrative management of the regional center, including, but not limited to, directors and chief executive officers, pursuant to WIC 4629.5(b)(15).

Employee Wages and Benefits	All Employees Who Work 20 Hours or More Per Week (Including Management)
Salaries and Wages	See Salary Schedule
Health Insurance	All employees who are regularly scheduled to work 20 or more hours each week.
Group Term Life Insurance	All employees who are regularly scheduled to work 20 or more hours each week.
Long Term Disability Insurance	All employees who are regularly scheduled to work 20 or more hours each week.
CalPERS Retirement (eligible employees contribute 7% for Classic or 6.75% for PEPRA in addition to RCOC's contribution)	All employees who are regularly scheduled to work 1,000 or more hours in each fiscal year.
Paid Holidays, Vacation, Sick, Bereavement, Jury Duty, Staff Development and Educational Leave	All employees
Service Awards	Same for all employees

Optional Employee Benefits Paid by <u>Employee</u>	All Employees Who Work 20 Hours or More Per Week (Including Management)
Dental (optional, employee paid)	All employees who are regularly scheduled to work 20 or more hours each week.
Vision (optional, employee paid)	All employees who are regularly scheduled to work 20 or more hours each week.
Flexible Spending Accounts (optional, employee paid)	All employees
Voluntary Life Insurance (optional, employee paid)	All employees who are regularly scheduled to work 20 or more hours each week.
403(b) (pre-tax) and Roth (after-tax) retirement plans (optional, employee paid)	All employees
457 (pre-tax) and Roth (after-tax) retirement plans (optional, employee paid)	All employees