



Salary / Benefits Information for Support Staff

Salary Tables: [25-26 Support Staff Salary Tables](#)

Work Year Calendar: [205 work days](#), [239 work days](#), [260 work days](#)

Work Day: 8 hour work day. Schedule is determined by your supervisor

Pay Schedule: Paid semi-monthly on the 15th and end of the month. [Exempt Pay Schedule](#).
[Non-Exempt Pay Schedule](#).

Sick:

205 Day Work Year	239 Day Work Year	260 Day Work Year
4 hours per pay period Total - 11 days per year	4 hours per pay period Total - 11 days per year	4 hours per pay period Total - 12 days per year

Personal Business: May use up to 32 hours of accrued sick hours for personal business

Vacation:

239 Day Work Year	260 Day Work Year
4 hours per pay period Total - 11 days per year	5 hours per pay period Total - 15 days per year

Pension/Retirement: Membership in CalPERS retirement system: Employee/Employer contribute based on membership type (year enrolled in CalPERS).

PERS CONTRIBUTION RATES				
EFFECTIVE	EE CLASSIC	ER CLASSIC	EE PEPRA	ER PEPRA
7/1/2024	7.00%	27.05%	8.00%	27.05%
7/1/2025	7.00%	26.81%	8.00%	26.81%

State Disability: Employee pays into California State Disability Insurance

Health Benefits: [2024-2025 Benefits Information Guide](#) (BIG) that details the coverage that GPA offers. GPA covers up to \$1,100 a month for Employee only, \$1,900 a month for Employee + children, \$2,050 a month for Employee + Spouse, and \$2,700 a month for Employee + family. This coverage is effective on your date of hire through August 31, 2025. The new plan year will begin September 1, 2025, and plans/costs may change.

Additional GPA Provided Plans:

1. GPA pays for a short-term disability plan that covers up to 20% of your wages
2. GPA pays for a long-term disability plan that covers up to 60% of your wages
3. GPA pays \$100/month (considered taxable income) to a Lifestyle Spending Account that provides each employee the flexibility to use for approved items. More details in the BIG.