<table>
<thead>
<tr>
<th>Pay Plan Options</th>
<th>Health, Dental, Vision Life Insurance</th>
<th>Leave Accrual Vacation, Sick</th>
<th>Seniority Points</th>
<th>CALPers Service Cr.</th>
<th>CALPers Cont.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leaves Without Pay</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Partial, leave not exceeding .50%</td>
<td>No Change</td>
<td>Prorated based on time base</td>
<td>Prorated based on time base</td>
<td>Prorated based on time base</td>
<td>Contributions based on monthly salary</td>
</tr>
<tr>
<td>Partial, leave exceeding 50%</td>
<td>Employee will need to direct pay premiums</td>
<td>Prorated based on time base</td>
<td>Prorated based on time base</td>
<td>Prorated based on time base</td>
<td>Contributions based on monthly salary</td>
</tr>
<tr>
<td>Dock - an informal leave may be granted to an employee for a period not to exceed 15 consecutive workdays.</td>
<td>No Change</td>
<td>No Change</td>
<td>No Change</td>
<td>No Change</td>
<td>Contributions based on monthly salary</td>
</tr>
<tr>
<td>Flex Schedule Must work 40 hours in a week</td>
<td>No Change</td>
<td>No Change</td>
<td>No Change</td>
<td>No Change</td>
<td>Contributions based on monthly salary</td>
</tr>
<tr>
<td>10/12, 11/12 Plans</td>
<td>No Change</td>
<td>No Change</td>
<td>No Change</td>
<td>No Change</td>
<td>Contributions based on monthly salary</td>
</tr>
</tbody>
</table>