

# VALLECITOS WATER DISTRICT EMPLOYEE BENEFITS SUMMARY

## HEALTH INSURANCE

- DISTRICT-PAID CONTRIBUTION TO MEDICAL, COVERING 100% OF ALL PLANS FOR 2023. PLANS INCLUDE KAISER & ANTHEM HMO, 2 ANTHEM PPOS
- 100% DENTAL FOR EMPLOYEE & DEPENDENTS
- 100% VISION FOR EMPLOYEE & DEPENDENTS

## PAID TIME OFF

- VACATION ACCRUAL OF 80 – 176 HOURS PER YEAR
- SICK LEAVE ACCRUAL OF 8 HOURS PER MONTH
- 9 OBSERVED HOLIDAYS PER CALENDAR YEAR
- 36 HOURS FLOATING HOLIDAYS

## RETIREMENT

- CALPERS PENSION PLAN
  - 3% AT 60 FOR “CLASSIC”
  - 2% AT 62 FOR “PEPRA”, DEFINED BY LAW
- 2 DEFERRED COMPENSATION PLAN OPTIONS, WITH UP TO \$3,000 MATCH PER YEAR AFTER INTRODUCTORY PERIOD

## WORK/LIFE BALANCE

- 9/80 WORK SCHEDULES
- TELECOMMUTE PILOT PROGRAM, ELIGIBLE AFTER INTRODUCTORY PERIOD
- ON SITE FITNESS FACILITY
- EMPLOYEE ASSISTANCE PROGRAM

## OTHER BENEFITS

- 100% DISTRICT-PAID LONG-TERM DISABILITY INSURANCE AND LIFE INSURANCE UP TO 1X YEAR ANNUAL SALARY
- EMPLOYEE-PAID SUPPLEMENTAL LIFE INSURANCE OPTION
- REIMBURSEMENT FOR JOB-RELEVANT CERTIFICATIONS & CONTINUING EDUCATION CREDITS
- TUITION REIMBURSEMENT UP TO \$2,500 PER YEAR AFTER INTRODUCTORY PERIOD
- ELIGIBLE EMPLOYER FOR PUBLIC SERVICE LOAN FORGIVENESS PROGRAM

**MANAGERS:** \$300 - \$400 CAR ALLOWANCE; \$4,500 MATCHING CONTRIBUTION TO DEFERRED COMPENSATION PLAN AFTER INTRODUCTORY PERIOD; 40 HOURS MANAGEMENT LEAVE; MONTHLY CELL PHONE ALLOWANCE

**GENERAL MANAGER:** DETERMINED BY CONTRACT - RETIREE HEALTH REIMBURSEMENT ARRANGEMENT (HRA); VACATION ACCRUAL RATE OF 176 HOURS, 50 HOURS EXECUTIVE LEAVE, MONTHLY CELL PHONE ALLOWANCE

**BOARD DIRECTORS:** UP TO \$2,000 PER MONTH IN PER DIEM COMPENSATION (\$200 PER EVENT/MEETING); ELIGIBLE FOR SAME HEALTH BENEFITS AS REGULAR EMPLOYEES; \$24,000 LIFE INSURANCE POLICY, PAID BY DISTRICT

2024 Monthly Benefit Rates

Plan Name	Election Type	ACWA/JPIA Monthly Rate 2024	MOU Maximum Contribution	Employee Pays 2024	Increase/ <del>Decrease</del> to Employee Cost
Anthem Classic PPO	Employee	822.46	1,066.00	0.00	--
	Employee + 1	1,644.92	2,112.00	0.00	--
	Family	2,179.52	2,979.00	0.00	--
Anthem Advantage PPO	Employee	723.77	1,066.00	0.00	--
	Employee + 1	1,447.54	2,112.00	0.00	--
	Family	1,917.99	2,979.00	0.00	--
Anthem Cal Care HMO	Employee	1,029.75	1,066.00	0.00	--
	Employee + 1	2,059.50	2,112.00	0.00	--
	Family	2,728.84	2,979.00	0.00	--
Kaiser HMO	Employee	740.13	1,066.00	0.00	--
	Employee + 1	1,480.26	2,112.00	0.00	--
	Family	2,057.56	2,979.00	0.00	--
Delta Dental PPO	Employee	35.36	35.36	0.00	--
	Employee + 1	69.99	69.99	0.00	--
	Family	128.10	128.10	0.00	--
Delta Dental HMO	Employee	29.19	29.19	0.00	--
	Employee + 1	45.36	45.36	0.00	--
	Family	64.72	64.72	0.00	--
VSP Vision	All	17.21	17.21	0.00	--