



## **SUMMARY OF BENEFITS NON-EXEMPT EMPLOYEES**

Employees of UWCD are eligible for a range of paid benefit programs as follows:

1. CalPERS Medical Benefit: The month following employment, a regular full-time employee is eligible to participate in the CalPERS medical benefits group plan. There are a variety of plans to choose from. The District provides a set amount for medical benefits and the employee is responsible for insurance costs above the set amount.
2. Dental/Vision Care: Following two months of full-time employment, UWCD pays 100% of the premium for your entire family. The plan is administered through Association of California Water Agencies (ACWA/JPIA).
3. Life Insurance: Following two months of full-time employment, UWCD pays for a life insurance policy up to 1.5 times your annual salary or up to a maximum of \$150,000. UWCD pays 100% of the premiums. The plan is administered through Association of California Water Agencies (ACWA/JPIA).
4. Employee Assistance Plan (EAP): Following two months of full-time employment, employees and their household members can use this employee benefit program that assists with health, mental and emotional well-being. This program offers free and confidential assessments, short-term counseling, referrals, and follow-up services. UWCD pays 100% of the premium for your entire family. The plan is administered through Association of California Water Agencies (ACWA/JPIA).
5. PERS (Public Employees Retirement System): United Water participates in the CalPERS retirement system. Employees who joined the system before January 1, 2013 are provided 2.5 percent per year worked of the single highest year of compensation with the District upon reaching the age of 55. Employees who joined the system after January 1, 2013, are provided with two percent per year of an average of the highest three-year period upon reaching the age of 62.

For Classic employees: Employer-paid PERS with the 2.5% at 55, highest 12 consecutive monthly full-time equivalent monthly pay retirement package. The District presently pays 100 percent of the employer's contribution and the employee's contribution of eight percent (EPMC).

For PEPRAs employees: Employee will be covered under CalPERS's 2% @ 62 defined benefit and will be responsible for paying 50 percent of the normal cost of the retirement benefit. Final benefit is subject to highest 36 consecutive month period of compensation and to a cap of 120 percent of the Social Security wage base.

6. Deferred Compensation Plan: Employees are eligible to participate in the deferred compensation programs (457b Retirement Plan) offered by the District. These deductions are done through the payroll system. Representatives from Empower and Lincoln Financial are available via phone or email for personal consultations. The district offers a matching program that will match 0.25% in the fiscal year 2019-2020, increasing annually by 0.25% so that in fiscal year 2020-2021 it will be .50%, and in fiscal year 2021-2022 it will be .75%, and in fiscal year 2022-2023 it will reach its cap of 1% of annual salary.
7. Vacation Accrual: Full-time District non-exempt employees accrue 88 hours of vacation per year from commencement of employment through 5 years of employment. The 6<sup>th</sup> through 10<sup>th</sup> year accrual is 128 hours per year. Years 11 through 15 of employment, accrual is 136 hours plus one day (8 hours) of vacation per year for each year of employment after completion of 10 years. After 15 years of employment 21 days (168 hours) of vacation are accrued per year.
8. Sick Leave: Sick leave allowance accumulates for regular employees at the rate of 3.69 hours per pay period, for a total of 12 days per year.
9. SDI (State Disability Insurance): For non-work related injuries and ailments. UWCD pays 100% of the premium.
10. Workers Compensation Insurance: For work-related injuries. UWCD pays 100% of the premium. UWCD also provides the “Company Nurse” work injury triage service.
11. Social Security: The District does participate in the Social Security System.

On average, the benefit package is worth an additional 18% of annual salary.

### **Additional Optional Benefits Available to You:**

Flexible Spending Plan: Employees can set up a pre-tax benefit account used to pay for eligible medical, dental, vision care expenses and dependent care expenses that aren't covered by your insurance plan or elsewhere. This program is optional and is administered by Wageworks.

AFLAC Supplemental Plans: Employees are eligible to purchase AFLAC Supplemental Plans. This program is optional and is administered by AFLAC.