

SUMMARY OF BENEFITS
MANAGEMENT EMPLOYEES

- **Retirement**

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.

- **Group Health Insurance**

Regular, full-time employees are eligible to participate in group medical benefits offered through CalPERS. The District pays an amount equal to 100 percent for employee and 60 percent for dependent coverage for a mid-priced HMO offered by CalPERS in a given year.

- **Group Life Insurance**

The full life insurance premium for the employee is covered by the District. Amounts of insurance are one and one-half the annual salary of each employee up to a maximum of \$100,000 of coverage.

- **Long Term Disability Insurance (LTD) – Standard Insurance**

The LTD insurance premium for the employee is covered by the District. It covers 60% of the first (\$10,000 of monthly earnings) and you will receive up to \$6,000 a month in benefit. The benefit waiting period is 90 days and the maximum benefit period is age 65.

- **Dental/Vision Insurance**

Regular, full time employees and their dependents are eligible to receive dental and vision benefits and is paid for 100% by the District. Employees are eligible the first day of the month after 60 days of employment.

- **Flexible Benefit Plan-WageWorks**

This plan allows pre-tax dollars to be withheld for reimbursement to pay for selected benefits such as dependent care and unreimbursed medical expenses not covered by the District.

- **Deferred Compensation Program**

All District employees are eligible to participate in one of two District-sponsored 457(b) deferred compensation programs. The District does not contribute to these plans on behalf of employees.

- **Annual Leave**

During the first five years of completed service with the District annual leave is accrued at the rate of eight hours bi-weekly. For each additional year of completed service 11.08 hours of leave are accrued bi-weekly. No more than 880 hours of total unused leave may accumulate at one time. After ten years of service with the District up to 1,040 hours of unused leave may be accumulated but not exceeded.

- **Automobile Allowance**

For managers not provided use of a District vehicle, automobile allowances are paid as follows: \$500 per month for Tier 2 and Tier 3 managers. \$400 per month for Tier 4 managers, and \$300 per month for Tier 5 managers.