

2025 ANNUAL BENEFITS SUMMARY

CalPERS Health Care Coverage*

District currently pays 100% of the Board approved Kaiser Plan:

\$1,112.90	One Party
\$2,225.80	Two Party
\$2,893.54	Family

Kaiser Plan	Party Rate	Monthly Premium	2025 ER Share	EE Monthly Prem	Bi-weekly EE Monthly Prem based on 26 Pay Periods
Kaiser Permanente California - Region 1	1	\$ 1,112.90	\$ 1,112.90	\$ -	\$ -
Kaiser Permanente California - Region 1	2	\$ 2,225.80	\$ 2,225.80	\$ -	\$ -
Kaiser Permanente California - Region 1	3	\$ 2,893.54	\$ 2,893.54	\$ -	\$ -

Anthem Plan*	Party Rate	Monthly Premium	2025 ER Share	EE Monthly Prem	Bi-weekly EE Monthly Prem based on 26 Pay Periods
Anthem Blue Cross Select HMO - Region 1	1	\$ 1,256.65	\$ 1,112.90	\$ 143.75	\$ 66.35
Anthem Blue Cross Traditional HMO - Region 1	1	\$ 1,500.40	\$ 1,112.90	\$ 387.50	\$ 178.85
Anthem Blue Cross Select HMO - Region 1	2	\$ 2,513.30	\$ 2,225.80	\$ 287.50	\$ 132.69
Anthem Blue Cross Traditional HMO - Region 2	2	\$ 3,000.80	\$ 2,225.80	\$ 775.00	\$ 357.69
Anthem Blue Cross Select HMO - Region 1	3	\$ 3,267.29	\$ 2,893.54	\$ 373.75	\$ 172.50
Anthem Blue Cross Traditional HMO - Region 3	3	\$ 3,901.04	\$ 2,893.54	\$ 1,007.50	\$ 465.00

**Effective July 1, 2023, District pays up to 100% employee medical for Kaiser Plan, employee pays any difference*

PERS Gold Plan*	Party Rate	Monthly Premium	2025 ER Share	EE Monthly Prem	Prem based on 26 Pay Periods
PERS Gold - Region 1	1	\$ 1,013.70	\$ 1,013.70	\$ -	\$ -
PERS Gold - Region 1	2	\$ 2,027.40	\$ 2,027.40	\$ -	\$ -
PERS Gold - Region 1	3	\$ 2,635.62	\$ 2,635.62	\$ -	\$ -

**Effective July 1, 2023, District pays up to 100% employee medical for Kaiser Plan, employee pays any difference in excess of Kaiser plan*

Employees (EE) pay the difference in coverage cost which varies depending on the Health Plan selected. Cash in lieu of \$450/month paid to employees who opt out of Employer paid Medical Plan

*Kaiser, Anthem Blue Cross and PERS Gold are employee preferred plans.

Dental / Orthodontal & Vision - Policy #2015

District currently contributes \$3,750/year*

Employee can see specialists of choice

*Includes: District "cash-funded" allowance for employee plus dependents; any unused balance rolls forward for additional 1 fiscal years (2-year total accumulation)

The Standard Life Insurance: Employee Assistance Program (EAP)

The Employee Assistance Program (EAP) is a resource designed to provide highly confidential and experienced help for employees and their dependents in dealing with issues that affect their lives and the quality of their job performance. The EAP is a confidential counseling and referral service that can help employees successfully deal with life's challenges. Employees, their dependents, and household members have 24/7 phone, on-line, live chat, email, and text access to clinician

assistance. In-person, phone, or video for up to three counseling sessions per issue is included in the program.

The Standard Life Insurance: \$50,000 - All Employees (District provided) *

* Supplemental Insurance offered at employees' expense

Short-Term (STD) and Long-Term Disability (LTD) Insurance (District provided)

	Short Term	Long Term
Benefit	66.66% of first \$4,155 of weekly salary	66.66% of first \$18,000 of monthly salary
Waiting Period	0 days for accidental injury. 7 days for physical disease, pregnancy, or mental disorder	180 days
Maximum Benefit Period	180 days	1 to 3 years depending on age

Vacation

<u>Years of Service</u>	<u>Annual Accrual Rate</u>	<u>Maximum Accrual</u>
0 - 3 years	96 hours	192 hours
After 3 years	144 hours	288 hours
After 10 years	192 hours	384 hours
After 20 years	240 hours	480 hours

The District offers Vacation Sellback, up to 40 hours annually. Policy restrictions apply.

Leave / Add Pay

11 Holidays plus 36 Floating Holiday Hours *

* Full-time employees are awarded 36 hours of floating holiday leave on January 1st of each calendar year.

Administrative Leave - Policy #2035:

48 Hours Exempt Employees only

Sick Leave - Policy #2040:

96 hours per year (hours do not cap)

Safety Shoe Allowance - Policy #2015:

\$300/Fiscal Year

Safety shoes must have:

- reinforced toe
- oil and water resistant
- slip resistant sole
- right angle heel for ladder safety

Overtime Meal Allowance - Policy #2010:

\$25 Board Approved (reviewed annually)

An Overtime Meal Allowance will be provided for those employees who work two hours or more beyond the end of a regularly scheduled shift and each four-hour period thereafter.

Certification Incentive Pay for Operators – Policy #2160:

Grade III = 3%*

Grade IV = 4%*

Grade V = 5%*

*With proof of valid Wastewater Treatment Plant Operator’s Certificate from California State Water Resources Control Board.

Tuition Reimbursement – Policy #2580

The maximum annual tuition reimbursement per employee is set at \$3500 for a class or classes taken during a calendar year.

On-Call Pay – Policy #2008

	Operator-in-Training	Operator 1	Operator 2/Lead
Week On-Call Compensation	\$450.00	\$545.00	\$682.00

District participates in Social Security

CalPERS 2.7 % @ 55 Retirement (Classic Members – member before 1/1/2013)

- 1 Year Final Average Compensation Period
- Full formula (Not reduced by District’s participation in Social Security)
- Sick Leave Credit
- 5% Cost of Living Adjustment
- EPMC (Classic Members) – No EPMC, employees pay 100% of their member contribution (8% of salary towards pension, effective July 1, 2019)

CalPERS 2% @ 62 Retirement (PEPRA)

A new CalPERS member includes: (1) A new hire who is brought into CalPERS membership for the first time on or after January 1, 2013, and who has no prior membership in any other California public retirement system. (2) A new hire who is brought into CalPERS membership for the first time on or after January 1, 2013, and who is not eligible for reciprocity with another California public retirement system. (3) A member who established CalPERS membership prior to January 1, 2013, and who is hired by a different CalPERS employer after January 1, 2013, after a break in service of greater than six months.

- 3 Year Final Average Compensation Period
- Full formula (Not reduced by District’s participation in Social Security)
- Sick Leave Credit
- 5% Cost of Living Adjustment
- Employees pay 100% of their member contribution (8.25% of salary towards pension, effective July 1, 2023)

CalPERS Retiree Healthcare Benefit

The percentage of employer contribution payable for post-retirement health benefits for each retired employee shall be based on the employee's cumulative years of CalPERS service credit based upon Government Code Section 22893*; plus, administrative fees and Contingency Reserve Fund assessments. *The provisions of Government Code 22893 (formerly found in section 22825.5) provide for this calculation as follows:

Subject to certain exceptions, the percentage of employer contribution payable for post-retirement health benefits for an employee of a contracting agency subject to this shall be as shown in the following table, except that at least five years of service shall have been vested with Mt. View Sanitary District:

<u>Credited Years of Service</u>	<u>Percentage of Employer Contributions</u>
10	50
11	55
12	60
13	65
14	70
15	75
16	80
17	85
18	90
19	95
20 or more	100