2023 ANNUAL BENEFITS SUMMARY

CalPERS Health Care Coverage*

District currently pays the following shared portion:

$883.00	One Party
$1,699.00	Two Party
$2,124.00	Family

Kaiser Plan	Party Rate	Monthly Premium	2023 ER Share	EE Monthly Prem	Bi-weekly EE Monthly Prem based on 26 Pay Periods
Kaiser Permanente California - Region 1	1	$ 913.74	$ 883.00	$ 30.74	$ 14.19
Kaiser Permanente California - Region 1	2	$ 1,827.48	$ 1,699.00	$ 128.48	$ 59.30
Kaiser Permanente California - Region 1	3	$ 2,375.72	$ 2,124.00	$ 251.72	$ 116.18

Anthem Plan	Party Rate	Monthly Premium	2023 ER Share	EE Monthly Prem	Bi-weekly EE Monthly Prem based on 26 Pay Periods
Anthem Blue Cross **Select** HMO - Region 1	1	$ 1,128.83	$ 883.00	$ 245.83	$ 113.46
Anthem Blue Cross **Traditional** HMO - Region 1	1	$ 1,210.71	$ 883.00	$ 327.71	$ 151.25
Anthem Blue Cross **Select** HMO - Region 1	2	$ 2,257.66	$ 1,699.00	$ 558.66	$ 257.84
Anthem Blue Cross **Traditional** HMO - Region 1	2	$ 2,421.42	$ 1,699.00	$ 722.42	$ 333.42
Anthem Blue Cross **Select** HMO - Region 1	3	$ 2,934.96	$ 2,124.00	$ 810.96	$ 374.29
Anthem Blue Cross **Traditional** HMO - Region 1	3	$ 3,147.85	$ 2,124.00	$ 1,023.85	$ 472.55

PERS Gold Plan	Party Rate	Monthly Premium	2023 ER Share	EE Monthly Prem	Bi-weekly EE Monthly Prem based on 26 Pay Periods
PERS Gold - Region 1	1	$ 825.61	$ 883.00	$ -	$ -
PERS Gold - Region 1	2	$ 1,651.22	$ 1,699.00	$ -	$ -
PERS Gold - Region 1	3	$ 2,146.59	$ 2,124.00	$ 22.59	$ 10.43

Employees (EE) pay the difference in coverage cost which varies depending on Health Plan selected.
*Kaiser, Anthem Blue Cross and PERS Gold are employee preferred plans.

Dental / Orthodontal & Vision

District currently contributes $3,250/year*
Employee can see specialists of choice

*Includes: District “cash-funded” allowance for employee plus dependents; any unused balance rolls forward for additional 2 fiscal years (3-year total accumulation)

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.

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

Years of Service	Annual Accrual Rate	Maximum Accrual
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

Leave / Add Pay

11 Holidays plus 4 Floating Holidays *

*Floating Holidays equate to 4 days of leave (36 hours) on a 9/80 schedule or 5 days (40 hours) on a conventional 5/40 schedule (available w/District Manager approval). The 9/80 schedule (every other Friday off) is employee preferred.

Administrative Leave:
48 Hours Exempt Employees

Sick Leave:
96 hours per year

Safety Shoe Allowance:
$300/year

Meal Allowance:
$25 (reviewed annually)

Certification Incentive Pay for Operators:
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

On-Call Pay

	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 (7.5% of salary towards pension, effective July 1, 2013)

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:

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

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