



Fiscal Year 2019 Employee Benefits

Work Schedule:

The District currently works a 9/80 work schedule with 80 hours in a two-week pay period.

Vacation and Sick Leave:

10 days per year of vacation for the first three years of service; additional days earned with additional years of service.
12 days per year of sick leave.

Annual Sick Leave Pay Off:

Employees who accumulate and maintain a sick leave bank in excess of 176 hours may, on an annual basis, elect to be paid for 75% of that time in excess of 176 hours.

Holidays:

12 days per year (includes 1 floating holiday).

Health and Dental Insurance: (Health-CalPERS; Dental-Guardian)

Employees have multiple health plans from which to choose. The plans are 100% paid by the District for the employee and all eligible dependents. Coverage is effective the first of the month after hire.

Employees have two dental plans from which to choose. The two plans are 100% paid by the District for the employee and all eligible dependents. Coverage is effective the first of the month following 30 days of full time service

Flexible Benefit Plan:

Employees may elect annually to set aside up to \$2,600 in pre-tax dollars for reimbursement of health care expenses and up to \$5,000 for dependent care reimbursement.

Life Insurance: (Hartford)

\$50,000 of life insurance is provided for each employee along with \$50,000 of Accidental Death and Dismemberment Insurance. Dependent coverage up to \$1,500 is also provided by the District.

Short & Long Term Disability: (Mutual of Omaha)

The District shall provide short-term and long-term disability insurance to all LWD employees at no cost to the employee. New employees are eligible for disability coverage on the first day of the month following 30 days of employment and in accordance with all enrollment and eligibility requirements established by the District with the insurance carriers. Employees shall assume responsibility for any income tax obligations resulting from the payment of insurance premiums.

Retirement: (CalPers)

The District has a two-tier retirement system through the California Public Employees' Retirement System. New employees, Tier II, are required to pay an employee contribution of 6.25% of gross pay on a pre-tax basis. The benefit formula for Tier II employees is 2% @ 62.

PERS members before 1/1/2013, Classic Members or Tier I, are required to pay the 8% employee contribution on a pre-tax basis (as of 7/1/2017). The benefit formula for Classic/Tier I CalPERS members is 3% @ 60.

Deferred Compensation Plan:

An optional deferred income 457 plan is available which allows current income to be set aside as supplemental retirement savings. The District will match 2% of the employee's salary up to 2% of the Social Security maximum.

Tuition Assistance Program:

The District reimburses up to \$2,000 per fiscal year for pre-approved educational expenses.

Mission Statement

To serve the public by collecting, transporting, recycling and treating wastewater in a safe, reliable, efficient, cost effective and environmentally responsive manner, while providing excellent service to our customers.

Vision Statement

To be a recognized leader in wastewater services, water recycling, and environmental protection.