

**VALLEJO FLOOD AND WASTEWATER DISTRICT**  
**Summary of Benefits**



**Management Employees (Exempt from FLSA)**

<b>BENEFIT</b>	<b>PROVISION</b>		<b>WHEN ELIGIBLE</b>		<b>WHO ELIGIBLE</b>	<b>COST TO EMPLOYEE</b>	
RETIREMENT	"Classic" employees: CalPERS: 2.7% at 55 formula 1-year highest salary + Fifth Level Indexed Survivors Benefit	"New" employees: CalPERS: 2% at 62 formula 3-year highest average salary + Fifth Level Indexed Survivors Benefit	"Classic" employee: Accrue upon hire. Service Retirement: 5 yrs. and age 50	"New" employee: Accrue upon hire. Service Retirement: 5 yrs. and age 52	Employee	"Classic" 8% of reportable compensation	"New" 6.25% of reportable compensation
SOCIAL SECURITY	District employees do not pay into Social Security						
HOLIDAYS	Receive 10 paid holidays and 28.50 hrs. of paid floating holidays per year		Floating holiday accrues depending on hire date and holidays may not be taken or paid until date of holiday.		Employee	-0-	
VACATION	15 working days 20 working days 25 working days		0-10 years of service More than 10-20 years of service more than 20 years of service				
SICK LEAVE	1 day for each full month of employment (8 hour day)		May take paid sick leave upon accrual		Employee	-0-	
HEALTH INSURANCE	PERS Hospital and Medical Care Act (Administrator), employee selects one of approximately 9 different plans available.		First day of the month after hire (earliest). Must enroll or show other proof of coverage within 60 days.		Employee, spouse, and eligible dependent children under age 26.	District pays entire monthly premium for employee and eligible dependents up to highest HMO rate. Employee pays any specific plan deductibles or co-payment	
MEDICAL FLEX	Employee eligible for up to \$1013.82/month (½ of the applicable Kaiser rate, this amount varies annually) in lieu of District paid medical insurance if employee has other medical insurance		Upon hire		Employee	-0-	
DENTAL INSURANCE	Delta Dental Plan of California Group 2052-0001, \$2,000 annual max per family member. Orthodontic benefits for adults and dependent children \$3,000 lifetime max per family member		First day of the month after 90 days employment.		Employee, spouse, and dependent children under age 19 or age 23 if a full-time student	\$1.00 per month	
VISION	District belongs to Vision Service Plan (VSP). Benefits include annual eye exam and glasses or contacts.		First day of the month after hire.		Employee, spouse, and dependent children under age 19 or age 23 if a full-time student	-0-	
WORKERS COMPENSATION	May be entitled to up to three kinds of benefits under California workers' compensation law.		Upon hire		Employee	District pays full cost.	

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SHORT TERM DISABILITY	15 day waiting period. 67% of monthly salary up to a maximum of \$950 per week up to 52 weeks.	First day of the month following hire date.	Employee	District pays full premium.
LIFE INSURANCE	Sun Life Insurance Co. \$75,000 Life/\$75,000 AD&D	First day of the month following hire date.	Employee	District pays full premium.
EMPLOYEE ASSISTANCE PROGRAM	5 visits per incident for employee and each eligible family member. Counseling and referral service.	First day of the month following hire date.	Employee, spouse, dependent children	District pays full premium
DEFERRED COMPENSATION	IRS 457, Defer up to 25% of annual salary or \$18,500 (under age 50 or \$24,500 (age 50 or older) whichever is less.	Upon hire	Employee	Elective Benefit. 100% employee contribution.
BEREAVEMENT LEAVE	3 days depending on location of funeral services	Upon hire	Employee	-0-
OVERTIME	Not eligible.			

Updated: January 2018