CAMROSA WATER DISTRICT

BENEFITS

Medical: 100% of employee only premium; 90% of the difference between cost of employee only plan and the employee-plus one or family plan.

HMO

Anthem Blue-Cross	Monthly Premium	Employer	Employee
Employee only - 100% Employer paid	$1,050.21	$1,050.21	$0.00
Employee + 1 Dependent	$2,100.42	$1,995.40	$105.02
Employee and Family	$2,783.06	$2,609.77	$173.29

PPO

Anthem Blue-Cross	Monthly Premium	Employer	Employee
Employee only - 100% Employer paid	$938.19	$938.19	$0.00
Employee + 1 Dependent	$1,876.38	$1,782.56	$93.82
Employee and Family	$2,486.20	$2,331.40	$154.80

CDHP (Consumer Driven Health Plan)

Anthem Blue-Cross	Monthly Premium	Employer	Employee	*Health Savings Account
Employee only - 100% Employer paid	$750.54	$750.54	$0.00	$1,300.00
Employee + 1 Dependent	$1,501.08	$1,426.03	$75.05	$2,600.00
Employee and Family	$1,988.93	$1,865.09	$123.84	$2,400.00

* Employer contributes into employee's Health Savings Account

Dental Insurance Provider - Delta PPO - 100% Employer paid	Employee or family coverage
Employee only	$33.72
Employee + Spouse	$69.61
Employee + Family	$115.47

Vision Insurance Provider - VSP - 100% Employer paid	Employee or family coverage
	$17.21

OTHER INSURANCE BENEFITS

LIFE INSURANCE PROVIDER: Symetra ($25,000) - Employer paid

SHORT-TERM DISABILITY PROVIDER: Unum-Employer paid
STD begins at 3 months. Maximum benefit period 11 weeks. Benefit amount is 60% of employee's weekly earnings to a maximum benefit of $1,000 per week.

LONG-TERM DISABILITY PROVIDER: Unum
LTD begins after STD Ends. Benefit amount is 60% of employee's weekly earnings to a maximum benefit of $4,000 per week. Ends at age 65.

RETIREMENT (bi-weekly costs/pre-tax basis)

CalPERS (Does not participate in Social Security)
Classic

Emloyee contribution	7%
Employer paid	11.94%

PEPRA (Hire Date on and after 1/1/2013)

Employer Paid	7.960%
Employee Paid	7.750%

*Social Security only for temporary employees up to 1000 hours, then PEPRA.

CalPERS Survivor - Employee paid	$0.93

457 DEFERRED COMP PLAN PROVIDERS

Great West, CalPERS & Lincoln - Employee paid	Up to IRS maximum. Currently $23,500/year
Catch-up contribution	$7,500/year

LEAVES

Holidays (days per year)	11
Floating Holidays (days per year)	2

Comprehensive Annual Leave	Equivalent Years of Service	Total Days Earned Annual Leave
	1-5	20
	6	21
	7	22
	8	23
	9	24
	10	25
	11	26
	12	27
	13	28
	14	29
	15 or more	30

Combined Vacation/Sick	# of Years of Service	Maximum Accrued Hours
	Less than 5	300 hours
	Less than 10	400 hours
	10 through 14	500 hours
	15 or more	600 hours

Annual Leave Buy-Out - Once each fiscal year	40 hours
Jury Duty	80 hours each fiscal year

Profit Share Contribution

Exempt Employees	Exempt employees are required to contribute five percent (5%) of their compensation to the plan.

Other Fringe Benefits

Tuition reimbursement is not to exceed $500 per unit. Registration, textbooks and supplies reimbursed.
Uniforms provided, if required.
Safety boots, if required.