

CALLEGUAS MUNICIPAL WATER DISTRICT BENEFITS FACT SHEET

The following information is provided as a courtesy to persons interested in a full-time position with Calleguas Municipal Water District (District). This information will give you an outline of the benefits that are included with full-time employment. These benefits are only provided to successful applicants. **This letter and the information it provides does not constitute an offer of employment.**

All full-time employees receive the following benefits:

Membership in the Federal Social Security Plan. The District provides a matching contribution to the employee's 7.65% contribution.

Membership in the Public Employees Retirement System (PERS) with the 2% at 55 formula. The District pays both the employer portion and the employee's 7% contribution to PERS Retirement.

Enrollment in Worker's Compensation Insurance.

Enrollment in a private Disability Insurance Plan with both short-term and long-term coverage at no cost to the employee. District employees are not members of the California State Disability Insurance Plan.

Enrollment of yourself and eligible family members in your choice of eligible health plans offered by PERS, subject to financial limits established by the Board of Directors. Medical coverage is effective the first of the month following the hire date.

Enrollment of yourself and eligible family members in California Delta Dental Premier Plan. Dental coverage is effective the first day of the month following two full months of continuous employment.

Enrollment of yourself and eligible family members in the Vision Service Plan (VSP). Vision coverage is effective the first day of the month following two full months of continuous employment.

Accrual of eight (8) vacation and eight (8) sick leave hours each month.

Entitlement to ten (10) established holidays and two (2) floating holidays per year (one (1) floating holiday in the year of hire, if hired after June 30th).

The District pays 10% shift differential pay for scheduled shifts worked between 7 p.m. and 7 a.m. Employees receive premium pay for overtime and work on holidays.

Enrollment of the employee in a \$100,000 Term Life and Accidental Death and Dismemberment policy at no cost to the employee. District employees are able to increase this coverage and extend Life Insurance coverage to family members at their own expense.

Opportunity to voluntarily participate in Flexible Spending Accounts for pre-tax dependent daycare and unreimbursed medical expenses.

Opportunity to voluntarily purchase supplemental insurance through AFLAC, New York Life and Colonial Life Insurance Companies.

Opportunity to voluntarily participate in the District's Deferred Compensation Plan (IRS Section 457). This plan is composed entirely of employee contributions up to the maximum allowed by law.

Collateral conveniences such as; access to direct deposit of semi-monthly payroll checks into a personal checking account, membership in the Ventura County Credit Union, the opportunity to purchase U. S. Savings Bonds, and to make contributions to the United Way through payroll deduction.

In addition the District provides tuition reimbursement for approved educational expenses to full time employees.