

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.**

Benefit Summary:

Annual Cost of Living Allowance (COLA): In January each year the annual salaries are adjusted based upon the Jan-Dec CPI for L.A., Riverside and Orange County Area.

Annual Bonus: When an employee has served at the top salary level for one year, the employee is eligible for a performance bonus of up to 3% of annual salary.

The District pays 10% shift differential pay for work performed between 7p.m. and 7 a.m. In addition, employees receive premium pay for work on holidays.

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

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

Membership in the Federal Social Security and Medicare Programs. 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 7% employee contribution is paid by the District.

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

Enrollment of employee and eligible family members in a Dental Plan. Dental coverage is effective the first day of the month following two full months of continuous employment.

Enrollment of employee and eligible family members in a Vision Plan. Vision coverage is effective the first day of the month following two full months of continuous employment.

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 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 extent 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 participate in the District's Deferred Compensation Plan (Section 457). This plan is composed entirely of employee contributions.

Collateral conveniences such as; 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.

The District provides tuition reimbursement for approved educational expenses after six (6) months of fulltime employment.

If you have any questions about these benefits you may contact the Personnel and Risk Manager at (805) 579-7119.

Sincerely,

Bruce Fischer
Personnel and Risk Manager

Oct 2010