



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.

- Enrollment of employee and eligible family members in your choice of eligible health plans offered by Cal PERS. Medical coverage is effective the first of the month following an employee's hire date.
- Enrollment of employee 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 employee 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.
- Membership in the California Public Employees Retirement System (Cal PERS): Under the Public Employees' Pension Reform Act, employees meeting the definition of "New Members" will be enrolled in the 2% at 62 Plan. Employees meeting the definition of "Classic Members" will be enrolled in the 2% at 55 Plan.
- Contribution by Calleguas to a Health Savings Account Plan to help pay for post-retirement medical costs.
- Enrollment in Federal Social Security.
- Opportunity to voluntarily participate in the District's Deferred Compensation Plan (Section 457). This plan is composed entirely of employee contributions.
- 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 extend Life Insurance coverage to family members at their own expense.

- 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).
- Opportunity to voluntarily participate in Flexible Spending Accounts for pre-tax dependent daycare and unreimbursed medical expenses.
- 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 7 p.m. and 7 a.m. In addition, employees receive premium pay for work on holidays.
- Collateral conveniences such as; access to direct deposit of semi-monthly payroll checks into a personal checking account, to make contributions to the United Way and purchase supplemental insurance through payroll deductions.
- Tuition reimbursement up to a maximum of \$400 per quarter unit or \$600 per semester unit.

If you have any questions about these benefits you may contact the Human Resource Coordinator (805) 579-7153.