



Water and Sanitation

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Representation	International Brotherhood of Electrical Workers						
Contract Date	2017-2020						
Health and Welfare							
Benefit Level	Full Time (61 - 80 hours)						
Medical Premium Subsidy (MPS)	<table style="width: 100%; border: none;"> <tr> <td style="width: 70%;">Employee Only</td> <td style="text-align: right;">\$176.16</td> </tr> <tr> <td>Employee + 1</td> <td style="text-align: right;">\$376.59</td> </tr> <tr> <td>Employee + 2</td> <td style="text-align: right;">\$516.08</td> </tr> </table>	Employee Only	\$176.16	Employee + 1	\$376.59	Employee + 2	\$516.08
Employee Only	\$176.16						
Employee + 1	\$376.59						
Employee + 2	\$516.08						
Dental Premium Subsidy (DPS)	Up to \$9.46						
Medical Opt-Out	\$40.00						
Medical Waive	\$40.00						
Vision	Employer Paid for Employee & Dependent Coverage						
Life Insurance Employer Paid	\$35,000						
Voluntary Term Life	<table style="width: 100%; border: none;"> <tr> <td style="width: 70%;">Employee: \$10,000 - \$700,000</td> <td></td> </tr> <tr> <td>Spouse/Domestic Partner: \$10,000 - \$250,000</td> <td></td> </tr> <tr> <td>Child(ren): \$5,000 - \$20,000</td> <td></td> </tr> </table>	Employee: \$10,000 - \$700,000		Spouse/Domestic Partner: \$10,000 - \$250,000		Child(ren): \$5,000 - \$20,000	
Employee: \$10,000 - \$700,000							
Spouse/Domestic Partner: \$10,000 - \$250,000							
Child(ren): \$5,000 - \$20,000							
Voluntary AD&D	<table style="width: 100%; border: none;"> <tr> <td style="width: 70%;">Employee: \$10,000 - \$250,000</td> <td></td> </tr> <tr> <td>Spouse/Domestic Partner: \$5,000 - \$125,000</td> <td></td> </tr> <tr> <td>Child(ren): \$3,125 - \$25,000</td> <td></td> </tr> </table>	Employee: \$10,000 - \$250,000		Spouse/Domestic Partner: \$5,000 - \$125,000		Child(ren): \$3,125 - \$25,000	
Employee: \$10,000 - \$250,000							
Spouse/Domestic Partner: \$5,000 - \$125,000							
Child(ren): \$3,125 - \$25,000							
Leave Provisions							
Vacation	80-160 hours/year, w/cash-out option up to 60 hours/year if 80 hours of vacation used in previous year						
Sick	3.69 hours/pay period						
Bereavement	2 days per occurrence (3 if traveling > 1,000 miles)						
Holiday	13 + 1 floating/year						
Perfect Attendance	Annual Gym Membership Reimbursement up to \$299 -OR- 16 hours of Perfect Attendance Leave						
Retirement							
Tier 1 (Hired prior to 1/1/2013, reciprocity provision may apply)	2.0% at age 55						
Tier 2 (Hired on or after 1/1/2013, reciprocity provision may apply)	2.5% at age 67						

Retirement - Other	
457(b)	Eligible to enroll at any time
Retirement Medical Trust Fund – Sick Leave Conversion	Employees become eligible to convert a portion of their sick leave to the Retirement Medical Trust upon attaining 10 or more years of participation with SBCERA and/or other public retirement system(s).
Retirement Medical Trust Fund – County Contribution	<u>District contribution, based on years of completed regular service:</u> 1-4 years = .5% of biweekly base salary 5+ years = 1% of biweekly base salary
Other	
529 Education Savings Plan	Eligible
Annual Tuition, Training and Membership Dues	First-come, first-served basis not to exceed \$1,500/fiscal year
Dependent Care Assistance Plan	Eligible
Flexible Spending Account (FSA)	Annual maximum contribution of \$2,600
Qualified Transportation Plan	Pre-tax-deductions of up to \$260/month for qualified transportation (commuter) expenses
State Disability Insurance	Fiscal Assistant, Utility Services Associate, and Accounts Technician Employees Only: premium paid by Employer All other Employees: Employee Paid
Uniforms/Footwear	\$200/fiscal year for footwear

Special Districts provides *Premium Subsidies* to help off-set the cost of your medical and dental premiums.

Example #1: A Customer Service Representative elects Blue Shield Signature HMO and DeltaCare USA HMO plans with Employee Only coverage.

\$250.96 (combined cost of premiums)
 - \$176.16 (medical premium subsidy)
 - \$ 9.46 (dental premium subsidy)
\$ 65.34 (out-of-pocket cost)

Example #2: A Maintenance Worker II elects Kaiser Permanente and Delta Dental PPO plans with Employee + 2 or more coverage.

\$898.55 (combined cost of premiums)
 - \$516.08 (medical premium subsidy)
 - \$ 9.46 (dental premium subsidy)
\$373.01 (out-of-pocket cost)