



Water and Sanitation

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Representation	International Brotherhood of Electrical Workers						
Contract Date	2020-2024						
Health and Welfare							
Benefit Level	Full Time (61 - 80 hours)						
Medical Premium Subsidy (MPS)	<table style="width: 100%; border: none;"> <tr> <td style="width: 60%;">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
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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: 60%;">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	
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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							
Retirement Formulas Reciprocity provision may apply	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; text-align: center;"><u>Tier I</u> 2.0% at age 55</td> <td style="width: 50%; text-align: center;"><u>Tier II</u> 2.5% at age 67</td> </tr> <tr> <td style="text-align: center;">Hired PRIOR TO January 1, 2013</td> <td style="text-align: center;">Hired ON or AFTER January 1, 2013</td> </tr> </table>	<u>Tier I</u> 2.0% at age 55	<u>Tier II</u> 2.5% at age 67	Hired PRIOR TO January 1, 2013	Hired ON or AFTER January 1, 2013		
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Hired PRIOR TO January 1, 2013	Hired ON or AFTER January 1, 2013						
Retirement - Other							
457(b)	<p>All employees in bargaining unit covered by the MOU shall automatically be enrolled in the County's 457 Deferred Compensation Plan and contribute 1.00% of base salary to the plan. Employees may decline participation at any time.</p> <p>After one year of continuous service in a regular position, County will match ½ times employee contribution up to ½%</p>						

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> 1-9 years = 0.5% of biweekly base salary 10-15 years = 1.5% of biweekly base salary 16+ years = 2.0% 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: \$2,750 or \$101.85 per pay period for 27 pay periods Employees who select the County-sponsored Blue Shield Access + HMO or Kaiser Choice HMO plan and elect to enroll in the FSA shall be eligible for up to a \$10.00 per pay period match to be credited on a quarterly basis.
Qualified Transportation Plan	Pre-tax-deductions of up to \$270/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: An Electrical Technician elects Blue Shield Access+ HMO and DeltaCare USA DHMO plans with Employee Only coverage.

- \$235.28 (combined cost of premiums)
- \$176.16 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$ 49.66 (biweekly out-of-pocket cost)**

Example #2: A Treatment Plant Operator I elects Kaiser Permanente and Delta Dental PPO plans with Employee + 2 or more coverage.

- \$923.15 (combined cost of premiums)
- \$516.08 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$397.61 (biweekly out-of-pocket cost)**

Example #3: A Maintenance Worker II elects Blue Shield Signature HMO and DeltaCare USA DHMO plans with Employee + 2 or more coverage.

- \$751.28 (combined cost of premiums)
- \$516.08 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$225.74 (biweekly out-of-pocket cost)**