

Elk Grove Water District Employee Benefits

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| Work week: | <i>Elk Grove Water District</i> (District) employees have a nine-eighty (9/80) work schedule. The District is closed every other Friday. |
| Pay frequency: | All employees are paid on a bi-weekly schedule. |
| Holidays: | There are 12 holidays (calendar months), including one floating day per fiscal year (July – June). |
| Personal Time Off: | Each regular full-time employee accrues 12 days per year with a maximum accumulation of 320 hours. |
| Vacation: | Each regular full-time employee accrues 5 days the 1 st year, 10 days beginning the 2 nd year, 15 days beginning the 5 th year, 20 days beginning the 10 th year, 25 days beginning the 15 th year and a day per year beginning the 20 th year. Maximum accumulation of 320 hours. |
| Cash-Out Option: | All employees have the option to cash out Personal Time Off and Vacation. |
| Administrative Leave: | Exempt employees accrue 80 hours per year, to be used within the fiscal year (FY). |
| Longevity Pay | All employees will receive 1/2% percent of their salary after 6 years of service, with increasing increments of 1/2% percent each year to the 15th year until it caps at 5%. The employee will continue to receive Longevity Pay at 5% of their salary annually, thereafter. The Longevity Pay is reportable to CalPERS. |
| Medical Insurance: | Medical plans (Anthem Blue Cross HMO, Anthem Blue Cross PPO, Anthem Advantage PPO, Anthem Value HMO, Anthem Blue Cross PPO Consumer Driven Health Plan (CPHP), Kaiser and Kaiser CPHP) for employees and eligible dependents. The CDHP's are coupled with a health savings account (HSA) contribution made by the District. The District pays the premium cost up to the monthly maximum. The monthly maximum is increased by 2% each FY. Additionally, upon retirement, retirees and spouses are covered for life. |
| Dental Insurance: | The District pays the premium cost for Delta Dental PPO for employees and eligible dependents. Additionally, upon retirement, retirees and spouses are covered for life. |
| Vision Care: | The District pays the premium cost for Vision Service Plan for employees and eligible dependents. Additionally, upon retirement, retirees and spouses are covered for life. |
| Employee Assistance Plan: | The District pays the premium cost for employees and eligible dependents. |
| Life Insurance: | The District pays the premium cost for employee and eligible dependents; 2 times the annual salary not to exceed \$200,000 for Employee, \$1,500 for spouse, \$1,000 for eligible dependents 6 months and older and \$100 for eligible dependents under the age of 6 months. |
| Retirement: | The District participates in the Public Employees Retirement System with District/Employee cost-share contributions. Classic Members formula is 2% at age 55 and PEPRAs Members formula is 2% at 62. The District does not participate with Social Security. |
| Deferred Compensation Plan: | The District offers California Public Employees Retirement System 457 Deferred Compensation Plan to employees, on a voluntary basis, as a retirement supplement. This plan allows pre-tax sheltering of current income for payment later. |