

APPENDIX A - Benefits Comparison

Benefit	Valley Water	EBMUD	Santa Clara County	SFPUC	Silicon Valley Water Authority	San Mateo County
Vacation	10 to 22 days per year, depending on years of service	12 days per year	MOA dependent	10 to 20 days per year depending on years of service	15 to 25 days per year depending on years of service	13 to 24 days per year depending on years of service
Sick Leave	12 days per year	13 days per year	up to 12 days per year	13 days per year	income protection plan and an insured disability program	12 days per year
Personal Leave	3 days / year		Paid Family Leave Add'l Leave: Military, Bereavement, Jury Duty and Leave w/o Pay up to 1 year	FMLA, Worker's comp, family care, military, educational		
Management Leave	4 days / year	7 days / year	Incoporated into "Annual Leave" wih is 39 days/yr; max balance 117 day		7 days / year	16 days / year
Holidays	13 days / year	15 days / year	12 days / yr	12 days / yr	12 days / yr	12 days / yr
Health Insurance	employer 85% contribution	employer 85% contribution	Most services are covered at 100% with minimal or no office visit copayments; max copay \$35	employe pays 85% contribution	Choice Health Care Plans offered through CalPERS	choice of 3 plans including HMO with copay, or POS with 80% coverage. County pays 85% of HMO premium, and 75% of POS
Vision Care	employer pays total premium	employer pays total premium	employer pays total premium (several options)	basic & premier plans	employer pays total premium	employer pays total premium
Dental Care	employer pays total premium	employer pays total premium	2 plans offered	3 plans offered	employer pays total premium	2 plans available DHMO (no charge for basic service) and PPO 60% coverage if employed less than a year; 85% if > 1 yr
Employee Assistance Program	Yes	Yes	Yes	Yes	Yes	Yes
Life Insurance / Disability Insurance	basic life, short and long term disability insurance. Additional life and ADD available at group rates)	basic life, short and long term disability insurance. Additional life and ADD available)	basic life, short and long term disability insurance. Additional life and ADD available)	basic life, short and long term disability insurance. Additional life and ADD available)	basic & supplemental life insurance options+ ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE (AD&D)	basic life, short and long term disability insurance. Additional life and ADD available)
FSA	Yes	Yes	Yes	Yes	Yes	Yes
Unregistered Domestic Partners	to be confirmed	No	No	No	No, or unavailable	No, or unavailable
Retirement / Pension	CalPERS: new members hired on or after 1/1/2013 - 2% at 62 / 36 consecutive months / 50% of normal cost. 8.75% contribution classic members hired on or after 3/19/2012 - 2% at 60 / 36 consecutive months / 11% contribution classic members hired by VW prior to 3/19/2012 - 2.5% at 55 / 12 consecutive / 11% contribution	CalPERS New members (2013 tier): 2.5% at 67 / 36 consecutive / 50% of normal cost Classic members: 2.6% at 62 / 24 consecutive / 8.75% contribution.	CalPERS: new members hired on or after 1/1/2013 - 2% at 62 (2.7% at 57 for "Safety" members) with a minimum age of 52/ 36 consecutive months / at least 50% of normal cost. classic members hired prior to 1/1/2013 - 2.5% at 55 (3% at 50 for "Safety members) / 12 month average	SFERS "most" employees eligible for 2.3% at 65 / highest three year average salary Contributions: 7.5-11.5% employee retirement contribution	Calpers "Classic" & "Non-classic (hired after 1/1/13)" Calpers; "Non-classic" employees are required to pay at least half of the "normal cost" to fund their pension plan benefit. 5-year vesting period 2% at age 62, with a minimum age at retirement of 52 years	new members hired on or after 1/1/2013 - 2% at 61.25 with a minimum age of 50 / average of highest three one-year periods/ 50% of COLA cost. members hired prior to 8/7/2011 - 2.0% at 55.5 / Contributions based on age at time of hire County picks up a % of employee's share of retirement cost depending on years of service for Plan 5: 20% at 10 years of service 40% at 20 years of services 50% at 25 years of service

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Retirement Medical	<p>Hired Prior to 12/30/2006: 100% for retired employees with 10 years of continuous service, and provided for retired employees and one eligible dependent with 15 or more years</p> <p>Hired on or after 12/30/2006 and Prior to 3/1/2007: provided for retired employees with 10 years of continuous service (or employee and one eligible dependent for retirees with 15 years of continuous service). Medical premium cost sharing is required with the same contribution percentage as active employees</p> <p>Hired On or After 3/1/2007 85% Medical coverage is provided for retired employees with 15 years of continuous service (or employee and one eligible dependent for retireers with 20 years of continous service). Medical premium cost sharing is required with the same contribution percentage as active employees</p>	Upon retirement, all retirees are eligible for the health insurance benefit up to \$550 a month for retirees with spouse/financially dependent domestic partner, or up to \$450 for single retirees or a surviving spouse or domestic partner. Members receive a prorated subsidy equal to 25 percent of the maximum health insurance benefit for every 5 years of retirement service credit (5 years = 25%, 10 years = 50%, 15 years = 75% and 20+ years = 100%)	The County pays an amount equal to the Kaiser rate for the retiree only. If the retiree belongs to a plan that has a higher premium than the Kaiser rate, the retiree pays the difference. There is a monthly premium payment for dependents regardless of age (current FY21 retirees pay between \$0 and \$1,100 depending on plan, and with one dependent pay between \$750 and \$1,300)	Health benefits: >20 years = 100%; >15 years 75%; >10 years 50%; >5 years access but no City contribution	unavailable	<p>If hired before January 1, 2011:</p> <p>- County pays \$440 toward the monthly premium for one retiree plan (either health or dental) for every 8 hours of unused sick leave. Annual inflation factor for those who retire with at least 15 years of service</p> <p>- 8-hour sick leave conversion reduced to 6 hours if more than 20 years of service</p> <p>Employees are credited with additional sick leave hours based on years of service</p> <p>If hired January 1, 2011 or later:</p> <p>- County pays \$400 toward the monthly premium for one retiree plan (either health or dental) for every 8 hours of unused sick leave.</p> <p>- Employees are credited with additional sick leave hours based on years of service</p>

- Other Benefits**
- Dependent Care Reimbursement
 - Professional Reimbursement
 - Tuition Assistance
 - Commuter / Transportation Program
 - Wellness Program
 - Deferred Compensation Plan
 - Pet Insurance
 - Legal Shield / Workplace Mediation
 - Homebuyer Education Program
 - Identify Theft Protection
 - Computer Loan Program

x	x	x	x	*	x
x	x	x	x	*	
x	x	x	x	*	x
x	x	x	x	*	x
x	x	x	X	*	x
x	x	x	x	x	x
x			x	*	
x			x	*	x
					x
			x		
	x				

* data not readily available