

# Laguna Beach County Water District

## BENEFITS SUMMARY INFORMATION

Revised 2/01/16

<b>Retirement Plan</b>	<p>Offered to full-time employees and part-time employees working over 1,000 hours per fiscal year. Two retirement plans are in place, Tier 1 and Tier 2, as described below:</p> <p>Tier 1 Plan - Active employees prior to January 1, 2013 and employees hired after this date who qualify under the statute AB 340 requirements:</p> <ul style="list-style-type: none"> <li>• CalPERS Retirement Plan – 2 percent at age 55, Available upon hire date.</li> <li>• Employee contributes a percent of salary towards the member contribution rate.</li> <li>• The plan includes 3rd Level 1959 Survivor Benefits.</li> <li>• Final Compensation for calculating retirement benefits is the highest annual compensation over one year.</li> </ul> <p>Tier 2 Plan - Employees hired after January 1, 2013 who qualify under the statute AB340 requirements:</p> <ul style="list-style-type: none"> <li>• CalPERS Retirement Plan – 2 percent at age 62, Available upon hire date.</li> <li>• Employee contributes fifty percent towards the normal cost of plan rate established by CalPERS</li> <li>• The plan includes 3<sup>rd</sup> Level 1959 Survivor Benefits.</li> <li>• Final Compensation for calculating retirement benefits is the highest annual compensation earnable averaged over a consecutive 36-month period.</li> </ul>
<b>Deferred Compensation - Supplemental Retirement Plan</b>	Offered to all employees on a voluntary basis; available the 1st of the month following 60 days of employment. Plans offered include CalPERS 457 Plan, FTJ FundChoice, and ING. Fully funded by employee through payroll deductions.
<b>Medical Plans</b>	Offered to full-time employees. District pays 100 percent of the employee premium for full-time employees, and the employee pays a percentage of the dependent premium; Coverage begins the 1st of month following 30 days of employment. Plans offered include Anthem-Blue Cross PPO & HMO and Kaiser HMO.
<b>Delta Dental DPO &amp; HMO</b>	Offered to full-time employees. District pays 100 percent of the premium for full-time employees and dependents; Coverage begins the 1st of month following 30 days of employment.
<b>VSP Vision Service Plan</b>	Offered to full-time employees. District pays 100 percent of the premium for full-time employees and dependents; Coverage begins the 1st of month following 30 days of employment.
<b>Short Term &amp; Long Term Disability Insurance</b>	Offered to full-time employees. 50 percent of the premium is paid by the District and the employee; benefits are 60 percent of salary up to a monthly maximum of \$7,500; begins 1st of month following 30 days of employment.
<b>Life AD&amp;D Insurance</b>	Offered to full-time employees. District pays 100 percent of the premiums except as required by IRS regulations for coverage over \$50k; begins the 1st of month following 30 days of employment; coverage is 2 times the annual salary; maximum of \$250k.
<b>Retiree - Medical Insurance</b>	10-years of continuous service with the District, an active PERS member; available at age 60; 100 percent retiree medical paid by the District until Medicare eligible (Age 65); retiree may pay for spouse coverage.
<b>Medicare</b>	For employees hired after March 31, 1986 (and those hired before April 1, 1986 who have elected to be covered), District pays 1.45 percent and employee pays 1.45 percent of all earnings.
<b>Worker's Compensation and Unemployment Insurance</b>	Both plans paid by District.
<b>Social Security and State Disability Insurance</b>	Neither the District nor the employee pays into Social Security or State Disability Insurance (SDI).
<b>Sick Leave Accrual</b>	Available after the completion of 90-days of employment; accrues retroactive to date of hire at the rate of 3.69 hours bi-weekly (per pay period) or 96 hours per year.
<b>Vacation Accrual</b>	Offered to full-time employees. May be taken as accrued. Earned as follows - years of completed service: 1-5 = 80 hours; 6-15 = 120 hours; and 16 plus = 160 hours; at 10-years of service, a one-time bonus of 40 additional hours vacation given; maximum accrual = 2 x annual.
<b>Paid Holidays</b>	Offered to full-time employees. 10-holidays recognized annually. Also, 2-float holidays are allocated to full-time employees each fiscal year on July 1, which must be taken during the 12-month fiscal period.
<b>Work Schedules</b>	Offered to full-time employees. 9/80 work schedule: Employees have every other Friday or Monday off, depending on position.
<b>Safety Boots and Insoles</b>	\$200 per fiscal year reimbursed.
<b>Proficiency Pay</b>	Five percent of base salary is paid to Regular Full-Time field service employees who possess or acquire CA-DOPH Grade Level 3, Water Distribution Certification.