

Laguna Beach County Water District

BENEFITS SUMMARY INFORMATION

Revised 4/1/2021

Retirement Plan	<p>Offered to full-time employees and part-time employees working over 1,000 hours per fiscal year. Two retirement plans are in place, Classic and PEPRA, as described below: Classic Plan - Active employees prior to January 1, 2013 and employees hired after this date who qualify under CalPERS requirements:</p> <ul style="list-style-type: none"> • CalPERS Classic Retirement Plan - 2 percent at age 55, vested after 5-years of CalPERS credited service. • Employee contributes 7 percent of salary towards retirement plan beginning upon hire. • The plan includes 3rd Level 1959 Survivor Benefits. • Final Compensation for calculating retirement benefits is the highest annual compensation over a consecutive 12-month period. <p>PEPRA Plan - Employees hired after January 1, 2013:</p> <ul style="list-style-type: none"> • CalPERS PEPRA Retirement Plan - 2 percent at age 62, vested after 5-years of CalPERS credited service. • Employee contributes 6.75 percent of salary towards retirement plan. • The plan includes 3rd Level 1959 Survivor Benefits. • Final Compensation for calculating retirement benefits is the highest annual compensation averaged over a consecutive 36-month period.
Deferred Compensation - Supplemental Retirement Plan	Offered to all employees on a voluntary basis. Plans offered include CalPERS 457 and VOYA. Fully funded by employee through payroll deductions. Available the 1st of the month following 60 days of employment.
Medical Plans	Offered to full-time employees. District pays 100 percent of the employee premium for full-time employees and 75 percent of the dependent premium. Plans offered include Anthem-Blue Cross Classic PPO, Anthem-Blue Cross California Care HMO, and Kaiser HMO. Coverage begins the 1st of month following 30 days of employment.
Delta Dental DPO & HMO	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.
VSP Vision Service Plan	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.
Short Term & Long Term Disability Insurance	Offered to full-time employees. 50 percent of the premium is paid by the District and 50 percent is paid by the employee. Benefits are 60 percent of salary up to a monthly maximum of \$7,500. Coverage begins the 1st of month following 30 days of employment.
Life AD&D Insurance	Offered to full-time employees. District pays 100 percent of the premiums except as required by IRS regulations for coverage over \$50k. Coverage is 2 times the annual salary with a maximum of \$250,000. Coverage begins the 1st of month following 30 days of employment;
Retiree - Medical Insurance	Offered to retiring employees age 60-65 with 10-years of continuous service with the District. 100 percent retiree medical paid by the District until Medicare eligible (Age 65). Retiree may pay for spouse coverage through COBRA.
Medicare	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.
Worker's Compensation and Unemployment Insurance	Both plans paid by District.
Social Security and State Disability Insurance	Neither the District nor the employee pays into Social Security or State Disability Insurance (SDI).
Sick Leave Accrual	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.
Vacation Accrual	Offered to full-time employees. May be taken as accrued. Earned as follows - years of completed service: 1-5 years = 80 hours; 6-15 years = 120 hours; and 16 plus years = 160 hours; at 10-years of service, a one-time bonus of 40 additional hours vacation given; maximum accrual = 2 x annual accrual hours.
Paid Holidays	Offered to full-time employees. 10 holidays recognized annually. 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.
Work Schedules	Offered to full-time employees. Operations staff: 4/10 work schedule. Administration, Customer Service, Engineering and Finance staff: 9/80 work schedule (have every other Friday or Monday off depending on position) or 5/40 work schedule depending on position.
Safety Boots and Insoles	Offered to full-time field service employees. \$200 per fiscal year reimbursed.
Proficiency Pay	Five percent of base salary is paid to regular full-time field service employees who possess or acquire the CA-DOPH Grade Level 3, Water Distribution Certification.