



Beaumont-Cherry Valley Water District

Retirement

CalPERS Retirement Plan – The District participates in the California Public Employee’s Retirement System (PERS)

- 2.7% at 55 for Classic members (employees hired before January 1, 2013)
- 2% at 62 for Public Employees’ Pension Reform Act (PEPRA) members
(New employees who are new members to CalPERS and fall under the California Public Employees’ Pension Reform Act (PEPRA), hired on or after January 1, 2013)

The Employee pays their respective PERS retirement contribution (8% for Classic members, 7.5% for PEPRA members*).

The District additionally participates in the U.S. Federal Social Security program. The Employee pays their required portion.

**Rates effective July 1, 2019*

Deferred Compensation

A 457(b) plan is available to all employees. Enrollment is voluntary and the Employee contributions are on a pre-tax basis.

A Roth 457(b) plan is available to all employees. Enrollment is voluntary and the Employee contributions are on a post-tax basis.

The District does not contribute to these plans.

Health Benefits

The District provides 100% of medical benefits for the employees and their eligible family members. The Employee is responsible for all copayments, services, and out-of-pocket expenses.

Medical

The District offers various HMO health plans to choose from through CalPERS. Enrollment in one of the plans is mandatory. Coverage is effective the first day of the month following the date of hire.

- Anthem HMO Select
- Blue Shield
- Kaiser
- United Health Care

Detailed benefit information is available at:

<https://www.calpers.ca.gov/page/active-members/health-benefits/plans-and-rates>

Dental

The District offers a voluntary dental plan; the District does not pay for this coverage. Coverage is effective the first day of the month following the date of hire.

- Ameritas (DPPO)
- Liberty (DHMO)

Vision

The District offers a voluntary vision plan, the District does not pay for this coverage. Coverage is effective the first day of the month following the date of hire.

- Ameritas VSP



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Employee Assistance Program

The District provides employee assistance services such as Training and Skill Development, Work-Life Seminars, Health & Wellness, Employee Skill Development, Management/Supervisory Skill Development, and Workplace Safety and Protection.

- Lincoln EAP

The District also offers voluntary plans with **Building Blocks for Business (BB4B)**. The District does not pay for these plans.

Life & Accidental Death and Dismemberment (AD&D) Insurance

Employees are provided with a district-paid Life and AD&D policy of the equivalency of one year's salary.

Time Off

Holidays

The District offers 10 paid holidays plus employee's birthday.

Administrative Leave

Administrative Leave is offered to the General Manager per their contract.

Vacation Leave

Annual Vacation Leave for employees is earned at:

- 0 – 4 years of service: 80 hours/annually
- 5 – 14 years of service: 120 hours/annually
- 15 - + years of service: 160 hours/annually

Note: Contract employees earn annual vacation leave based upon the terms of their individual contracts.

Vacation Accrual Cap

The District will not allow for accrual of vacation in excess of:

- Non-exempt Employees: One hundred twenty (120) hours
- Exempt Employees:
 - 1-5 service years 260 hours
 - 6-15 service years 300 hours
 - 16-20 service years 350 hours
 - 21+ service years 380 hours

Sick Leave

Sick Leave is earned at:

- Part-time employees: 1 hour earned per 30 hours worked (24 hours annual cap)
- Full-time employees: 3.7 hours earned per pay period/or 96.2 hours per year (no cap)
- Salary employees: 4.62 hours earned per pay period/or 120.12 hours per year (no cap)

Unused sick leave in a 12-month period is eligible for a payout up to 12 months, at half the employee's regular pay rate.



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Bereavement Leave

The District offers bereavement leave to full-time employees, accordance with District Policy:

- 2 days for parents & parent in-law
- 4 days for employee's spouse/child

Jury Duty

The District recognizes that jury duty is a civic responsibility of our Employees. While serving on a jury, an employee will be given a paid leave of absence up to 40 hours.