

**BCVWD Chart of Benefits
Effective 1/1/2021-12/31/2021**



Benefit Groups

Benefit	Board of Directors	General Employees (MOU)*	Management*	General Manager*	Confidential*	Temporary/Part Time	Temporary /Grant
CalPERS	N/A	Classic/PEPRA	Classic/PEPRA	Classic/PEPRA	Classic/PEPRA	Classic/PEPRA for prior members	Classic/PEPRA for prior members
Medical	100% District-Paid	100% District-Paid	100% District-Paid	100% District-Paid	100% District-Paid	N/A	N/A
Vision	Available	Available	Available	Available	Available	Available	Available
Dental	Available	Available	Available	Available	Available	Available	Available
Life Insurance	1x Annual Salary	1x Annual Salary	1x Annual Salary	1x Annual Salary	1x Annual Salary	1x Annual Salary	1x Annual Salary
Voluntary Life Insurance	Available	Available	Available	Available	Available	Available	Available
AD&D	1x Annual Salary	1x Annual Salary	1x Annual Salary	1x Annual Salary	1x Annual Salary	1x Annual Salary	1x Annual Salary
Supplemental Benefits (Colonial Life)	Available	Available	Available	Available	Available	Available	Available
Short-Term Disability (CA SDI)	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Social Security	Yes	Yes	Yes	Yes	Yes	Yes	Yes
457 Plan (Pre-Tax)	Available	Available	Available	Available	Available	N/A	N/A
Roth 457 Plan (Post-Tax)	Available	Available	Available	Available	Available	N/A	N/A
401(a) Accrued Leave Conversion Plan	N/A	N/A	N/A	Available	N/A	N/A	N/A
FSA (Health and Dependent Care)	Available	Available	Available	Available	Available	N/A	Available
EAP (Employee Assistance Program)	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Workers Comp	N/A	Yes	Yes	Yes	Yes	Yes	Yes
Holidays	N/A	10 plus birthday	10 plus birthday	10 plus birthday	10 plus birthday	N/A	N/A
Vacation	N/A	1-4 yrs: 80 hrs 5-14 yrs: 120 hrs 15+: 160 hrs	1-4 yrs: 80 hrs 5-14 yrs: 120 hrs 15+: 160 hrs	1-4 yrs: 80 hrs 5-14 yrs: 120 hrs 15+: 160 hrs	1-4 yrs: 80 hrs 5-14 yrs: 120 hrs 15+: 160 hrs	N/A	N/A
Sick Leave	N/A	12 days	12 days	12 days	12 days	1 hour for every 30 hours worked	1 hour for every 30 hours worked
Sick Leave and Vacation Buy-Back	N/A	Under conditions listed in District Policy, Accrued, Unused Vacation and Sick Leave may be eligible for buy-back.	Under conditions listed in District Policy, Accrued, Unused Vacation and Sick Leave may be eligible for buy-back.	The General Manager may not utilize buy-back for sick leave unless at the time of retirement.	Under conditions listed in District Policy, Accrued, Unused Vacation and Sick Leave may be eligible for buy-back.	N/A	N/A

*Employment Agreements, MOUs, and Federal/State Law may provide exceptions.

CalPERS Member Type	Retirement Formula
Classic Member	2.7% at 55
PEPRA Member	2% at 62

Available CalPERS Health Plans	Available Dental Plans	Available Vision Plan
Anthem Select	Ameritas Dental PPO Fusion Liberty Dental Plan (DHMO)	Ameritas VSP Choice
Blue Shield Kaiser Permanente United Healthcare		