

Laguna Beach County Water District

BENEFITS SUMMARY INFORMATION

Retirement	Offered to full-time employees and part-time employees working over 1,000 hours per fiscal year or those with funds "on deposit" with CalPERS. CalPERS Retirement Plan - 2 percent at age 55 <ul style="list-style-type: none"> • Available upon hire. • Employer and Employee contribution paid by District. • 3rd Level 1959 Survivor Benefits. • Final Compensation = highest average full-time monthly pay rate for 1-year.
Deferred Compensation	Offered to all employees on a voluntary basis; available the 1st of the month following 60 days of employment. Plans offered include ING, FTJ FundChoice, and CalPERS 457.
Medical Plans	Offered to full-time employees. District pays 100 percent of the premiums for full-time employees and 90% of the premiums for dependents; begins the 1st of month following 30 days of employment. Plans offered include Blue Cross PPO & HMO and Kaiser HMO.
Delta Dental DPO & HMO	Offered to full-time employees. District pays 100 percent of the premiums for full-time employees and dependents; 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 premiums for full-time employees and dependents; 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 the full-time employee; benefits 60 percent of salary up to a monthly maximum of \$7,500; begins 1st of month following 60 days of service.
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; begins the 1st of month following 60 days of employment; coverage is 2 times the annual salary; maximum of \$250k.
AFLAC Supplement Insurance	Offered to all employees on a voluntary basis; available the 1st of month following 60 days of employment.
Retiree - Medical Insurance	10-years of continuous service with the District, an active PERS member; available at age 62; 100 percent retiree medical paid by the District until Medicare eligible (Age 65); retiree may pay for spouse coverage.
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 = 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.
Vacation Cash-Out	May cash-out vacation hours over and above annual accrual amount if 40 hours of consecutive time off has been taken within 12 months of request. Paid once per calendar year.
Paid Holidays	Offered to full-time employees. 9-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.
Educational Reimbursement	Must be pre-approved; classes for DOHS and Backflow certifications and job related education.
Work Schedules	Offered to full-time employees. 9/80 work schedule: Employees have every other Friday or Monday off, depending on position.
Automatic Payroll Deposit	Available to all employees on a voluntary basis.
Stand-by/Emergency Duty	For designated field employees, base compensation rate of \$175 a week, plus 2-hour minimum call-out pay.
Safety Boots and Insoles	\$150 per fiscal year reimbursed.
Proficiency Pay	Five percent of employee's salary to Regular Full-Time employees who possess or acquire DOHS-Grade 3 Water Distribution Certification. Not considered as income when making calculations for PERS.
Education Incentives Assistance and Incentives	Reimbursement for classes related to work assignment. One-time incentives for College Degrees.

Revised: July 2009