

MISSION SPRINGS WATER DISTRICT BENEFIT SUMMARY
(As of July 2023)

<u>Benefit</u>	<u>Amount of Monthly Premium Paid By District</u>
Health Care	
Medical (PPO/HMO or Kaiser)	95%
Dental	95%
Vision	95%
Employee Assistance Program (EAP)	95%
Sick Leave accrual	8 hours per month
Sick Leave Buy-Back at Termination	Based on years of service
Life Insurance	2x annual salary up to \$350,000
AD & D	100%
Short Term Disability	100%
Long Term Disability	100%
Time Away From Work	
Vacation, annual accrual	Based on length of service - 96 hrs to 184 hrs
Holidays	10 days observed per year
Optional Time Off	27 hours per calendar year
Administrative Leave	36 hours per calendar year for exempt employees only
Professional Development	
Certification Program	100%
Educational Reimbursement	100% for job related courses
Education and Certification Incentive Pay	2 ½ to 5% salary increase for degrees/certifications/CDL beyond position requirements.

Retirement: CalPERS

<u>Tier 1</u>	<u>Tier 2</u>
Classic Members ¹	New Members
Hired before 1/1/13	Hired on or after 1/1/13
2.7% @ 55	PEPRA Maximum 2% @ 62
District contributes 4% of employee's portion	Employee contributes full employee's portion per PEPRA

Deferred Compensation	Offered to employees with a 3% employer match
Medical Benefits at Retirement	Based on age/length of service with District

Miscellaneous

Bilingual pay	\$25/pay period for qualified staff.
Boot reimbursement (field staff)	\$300/year
Mandated State and Federal benefits	The District complies with all state and federal laws.

¹ Also applies to "Legacy Members" and employees hired from another public agency which contracts with CalPERS for retirement benefits, or CalPERS members with a break in service not to exceed six (6) months.