



TVMWD Benefits Summary

Full-Time Employee Benefits

- **CalPERS Retirement** – 2%@62 formula for PEPRA employees; 2%@55 for Classic employees. Employee pays 7.75%-7%. TVMWD does not participate in Social Security but does participate in Medicare.
- **Deferred Compensation** – Two plans are offered to employees: 401(a) – TVMWD a match of employee contributions up to \$500 per month (\$6,000/year) and a 457 voluntary plan where employees can elect to deferred compensation pre and/or post-tax up to the IRS limits.
- **Medical** – Several health plans are offered, including Anthem Blue Cross PPO, High Deductible PPO, HMO and Kaiser HMO plans. Employees pay 0-5% of medical premiums for individual/couple/family.
- **Retiree Health** – Available to retirees based on age and years of service of up to \$600/month.
- **Dental** – Full coverage for employee and family at no cost employees. Employees have the option to elect from the Delta Dental PPO or DeltaCare USA HMO.
- **Vision** – Full coverage through Vision Service Plan (VSP) for employee and family at no cost to employees.
- **Employee Assistance Program (EAP)** – Available to employees and their families at no cost to employees.
- **Health Reimbursement Arrangement (HRA)** – TVMWD pays \$1,000 annually for out-of-pocket health related expenses not covered by insurance. For those with an HSA, the \$1,000 will be contributed there instead.
- **Health Savings Account (HSA)** – TVMWD contributes up to \$800/annually into HSA account on behalf of employees participating in the High Deductible PPO plan.
- **Voluntary Plans** – Health Care and Child/Dependent Care Flexible Spending Account, supplemental accident, cancer, and short-term disability insurance available through payroll deductions
- **Short/Long Term Disability (STD/LTD)** – TVMWD pays 100% of premiums.
- **State Disability Insurance (SDI)** – TVMWD pays State Disability Insurance.
- **Life Insurance** – TVMWD pays 100% of premiums for policy equal to twice the annual salary up to a maximum of \$300,000. Additional supplemental coverage are available at the employee's cost.
- **Flexible Spending Account (FSA)** – TVMWD offers FSA plans for voluntary participation at employees' cost.
- **Holidays** – 12 days per year (for non-probationary employees)
- **Sick Leave** – 96 hours per year – non-exempt/supervisory employees
- **Vacation** – 80 to 160 hours per year, depending on years of service – non-exempt/supervisory employees.
- **Administrative Leave** – Exempt employees only (Executives not eligible) will receive 50 hours per year.
- **Universal Leave** – executive management employees only – 232 to 352 hours per year, depending on years of service.
- **Tuition Reimbursement** – Up to \$5,000 per year for qualifying education programs.
- **Jury Duty coverage** – maximum one event within a 24-month period, 10 days max.
- **Telecommute Opportunities** – Available to qualifying positions on a case-by-case basis when operationally feasible and in accordance with District's Telecommute Policy.