



**OLIVENHAIN MUNICIPAL WATER DISTRICT
BENEFIT SUMMARY**

| Benefit: | Percentage Paid by District: |
|---|---|
| Employee and Dependents Medical Insurance (Anthem Advantage PPO, Anthem Value HMO, or Kaiser HMO) | 100% |
| Employee and Dependents Medical Insurance (Anthem Classic PPO or Anthem California Care HMO.) *Employee contribution amount varies depending on whether employee only, employee +1, or family coverage. | District Contribution: Varies New Hires Contribute: \$40, \$80, or \$120 per pay period* |
| Employee and Dependents Dental Insurance (Guardian Dental PPO) | 100% |
| Employee and Dependents Vision Care Insurance | 100% |
| Employee Life/AD&D Insurance (\$50,000 value or twice salary for Supervisors & Manager up to \$300,000 value) Supplemental life insurance also available at group rates | 100% |
| Long Term Disability (LTD) Insurance | 50% |
| California Public Employees Retirement System (CalPERS) - 2.5% @ 55 for "classic" members or 2% @ 62 for "new" members per PEPRAs regulations (Employees pay the full employee contribution portion and the District pays the full employer contribution portion) | |
| Social Security - The employer and employee both pay 6.2%, plus 1.45% for Medicare | |

| Other Benefits: | Description: |
|---|---|
| Vacation | Hire - 5 Years = 96 hours per year (96 - 176 hours per year depending on years of service) |
| Holidays | 10 8-hour days per year & elective "floating" holiday hours (34 hours & 4 - 12 additional hours based on 5+ years of service) |
| Sick Days | 96 hours per year |
| Employee Assistance Program (EAP) | Confidential services provided by outside agency to aid with personal, legal, financial, and other issues |
| Education Reimbursement and Incentive | \$4,500 for pre-approved classes, up to \$500 for certifications/degrees above job requirements (1x payment each) per fiscal year |
| Deferred Compensation | Voluntary CalPERS or Lincoln Financial 457 Plans, District match based on years of service (w/ 5+ years \$1,250 to \$2,750 per year) |
| Flexible Spending Account (IRS 125 Pre-tax Program) | Voluntary medical & dependent care reimbursement program |
| VEBA | Optional medical reimbursement savings program |
| Computer Financial Assistance Program | Interest free loans up to \$2,500 for purchasing computers and related equipment |
| Onsite Gym at District Headquarters | Use of onsite Wellness Center at no cost |
| Uniform Allowance | Available to pre-approved departments |
| Alternative Workweek | Allows employees to work a hybrid work schedule, typically 9/80 during the 2-week pay period w/ alternating Fridays off. Other schedules (such as 4/10s) apply to specific job classifications. |
| Remote Work | Allows administrative employees to work from a location outside the office on a pre-approved basis for up to 20 days per calendar year. |

Note: All employees are required to take a loyalty oath at time of hire