



**OLIVENHAIN MUNICIPAL WATER DISTRICT  
BENEFIT SUMMARY**

**Benefit:** **Percentage Paid by District:**

Employee Medical Insurance (Anthem Blue Cross PPO or HMO, or Kaiser HMO)	100%
Dependent(s) Medical Insurance	100%
Employee Dental Insurance (Guardian Dental PPO)	100%
Dependent(s) Dental Insurance	100%
Employee Vision Care Insurance	100%
Dependent(s) Vision Care Insurance	100%
Employee Life/AD&D Insurance (\$50,000 value or twice salary for Supervisors & Managers) 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 PEPPRA regulations (Employees pay the full employee contribution portion & 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 & 3 elective "floating" holidays (26 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	\$2,000 per fiscal year for pre-approved classes
Deferred Compensation	Voluntary CalPERS or Lincoln Financial 457 Plans, District match based on years of service (as of 1/1/14 after 5+ years)
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
On-site Gym at District Headquarters	Use of on-site 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

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