



In reply, please refer to our  
File No.

## West Bay Sanitary District Benefits Summary

The following information is a partial list of the District’s benefits. A complete description of benefits is provided in the District’s Personnel Policy.

- CalPERS Retirement Pension Plan – The District has two options for new hires:
  1. The District offers the PEPRA 2% @ 62 defined benefit retirement plan to new hires with no prior membership in CalPERS or those who have been separated from PERS for 6 months.
  2. The District offers 2% @ 60 defined benefit retirement plan for eligible current CalPERS members. The District will verify eligibility with CalPERS.
- Mission Square 457 Deferred Compensation Program – Employees have the option to designate pre-tax dollars per calendar year per IRS regulation.
- Medical insurance plans through CalPERS: HMO Plans: Anthem Blue Cross Select, and Traditional, Kaiser, Blue Shield Access+, United Healthcare and Western Health Advantage. PPO Plans: PERS Gold, and PERS Platinum all administered through Anthem Blue Cross. As enrolled, benefits commence the first of the month following hire date.
- Principal Life Insurance plans: Dental, Vision, Life, Voluntary Life Insurance, Accidental Death and Dismemberment (AD&D) and Long Term Disability (LTD) insurances.
- Flexible Spending Account (FSA) Plan – See the District’s Personnel Policy.
- Cafeteria Plan – The District offers an IRC Section 125 Cafeteria Plan to its eligible employees to assist in the costs of medical, dental and vision monthly premiums as listed below:

Enrollment Level	Effective 1/1/24
Not Enrolled	\$ 280.00
Employee Only	\$1,699.00
Two-Party	\$3,243.00
Three or more (Family)	\$3,804.00

- Paydays are on a bi-weekly basis (every other Friday unless otherwise advised).
- Annual 4% COLA increase until MOU contract expires (June 30, 2024).
- Hours of work: 40 hours a week between Monday through Friday or 9 days, 80 hours per 2-week schedule. Certain staff also work on-call and overtime basis as approved.
- 8 paid holidays per calendar year.
- 40 hours of floating holidays each calendar year beginning on the 1<sup>st</sup> of January.
- Vacation accrual – 2 weeks per year for the first 5 years worked for exempt and non-exempt employees. After 5 years, see the District’s Personnel Policy.
- Sick Leave accrual – one day (8 hours) per elapsed month of service.
- Education Assistance and Employee Assistance Programs – see the District’s Personnel Policy.
- Performance Merit Pay Program (PMPP) offered to staff for accomplishing goals above and beyond regular goals met between October 1<sup>st</sup> to September 30<sup>th</sup>. PMPP can pay up to \$6,500 per eligible employee.
- Commuter Benefits Programs – two programs are offered to eligible staff for monthly reimbursement of commuting costs pre-tax