

Alameda County Water District
Benefit Summary - Management/Confidential/Professional (MCP)

<i>Benefit</i>	<i>Description</i>
<i>GROUP HEALTH BENEFITS</i>	
Health Insurance	Coverage is provided through the CalPERS Health program. The premium for employee and eligible dependents is fully paid by the District up to a maximum of the highest cost HMO medical plan with a traditional network or the PERS Choice PPO plan in the Bay Area/Sacramento Region, whichever is higher.
Dual Health Benefit	An employee and his/her eligible dependents who are eligible for coverage under the District's medical plan and who are covered by another medical plan, may elect to waive coverage under the District's medical plan. Employees who waive coverage will receive the flex dollar allowance equivalent to one-half (1/2) of the CalPERS Bay Area/Sacramento Kaiser premium amount for which the employee is eligible.
Dental Insurance	Coverage is provided through the Delta Dental Plan and the premium for employee and eligible dependents is fully paid by the District.
Vision Insurance	Coverage is provided through Vision Service Plan and the premium for employee and eligible dependents is fully paid by the District.
<i>OTHER BENEFITS</i>	
Dependent Care and Health Care Reimbursement Accounts (IRS Section 125 Plan)	Employees may allocate up to \$5,000 pre-taxed dollars per year to a dependent care reimbursement account and up to \$2,500 annual to a health care reimbursement account to cover IRS-approved un-reimbursed medical/dependent care expenses.
Life Insurance	Basic life at 1.5 times annual salary to a maximum of \$250,000 and AD&D provided by the District at one-time annual salary Additional AD&D coverage is available at group rates.
Long Term Disability	After 90-day waiting period, coverage is provided at 66 2/3% of salary to a maximum of \$8,000 per month.
Short Term Disability	Coverage is provided through the District for employees working more than 20 hours per week at 66 2/3% of base weekly earnings for the first 12 weeks up to a weekly benefit maximum of \$2,350.
Employee Assistance Program	Up to 6 sessions for employees and family members for professional consultation and short-term counseling for personal problems.
Management Allowance	<p>M/C/P employees shall be eligible for a management allowance of up to \$500 per fiscal year, which may be used for any of the following pre-approved expenses: Reimbursement for approved professional society or service organization dues, technical publications, journals and periodicals, and other professionally-related costs; Reimbursement of up to 50% of the cost of one Internet account subscription service; Reimbursement of up to 100% of the cost of pre-approved job-related software purchased for the employee's personal computing device. The only software eligible for reimbursement will be those software packages either listed in Administrative Guideline 4.1.4, or documented as pre-approved and job-related by a Department Manager. Reimbursement of 50% for one employee personal cell phone monthly usage charges up to a maximum of \$35 per month. (See M/C/P Comp schedule under Management Allowance for guidelines). The cost of tuition textbooks for coursework related to District employment, as described in Section 12.0 Educational Assistance.</p> <p>Reimbursements shall be processed from a completed M/C/P Allowance form with detailed supporting receipts attached. Consumable computer-related items are not eligible for reimbursement through an employee's M/C/P Allowance. This includes</p>

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	<p>items such as CD's, DVD's, printer paper, ink cartridges, etc. In addition to the \$500 management allowance, the District will reimburse employees for state registration and certification renewal fees related to District employment.</p> <p>Employees hired or promoted to M/C/P positions on or before December 31 are eligible for the full management allowance for that current fiscal year. Employees hired after December 31 will not be eligible until the following fiscal year.</p>
Tuition Reimbursement	The District will reimburse up to 100% of the total tuition and textbook costs incurred in taking courses outside of normal working hours related to District employment up to an annual maximum of \$5000 per calendar year.
Temporary Assignment Pay	When an employee is assigned to temporarily replace another employee by assuming the full range of duties and work schedule of a position in a higher classification for a continuous work week or more, (s)he shall be paid the next higher dollar step in the higher pay range, or five percent (5%) over the employee's present wage rate, whichever is greater. If the employee is temporarily assigned to a special project requiring a scope and level of responsibility substantially above his/her regular position, (s)he shall be paid a 5% differential.
RETIREMENT	
Retirement	<p>California Public Employees Retirement System (CalPERS). The applicable CalPERS retirement benefit depends on whether the employee is a "new" member or "classic" member under state law.</p> <p>Classic member: (Employee who is a member of CalPERS or reciprocal agency within six months of hire at ACWD) 2.5% @ 55, along with the 4th level 1959 Survivor Benefit Options, Pre-Retirement Option 2W Death Benefit, special retirement credit for unused sick leave, and one year highest compensation calculation; 3% cost of living adjustment and \$5000 Retired Death Benefit 8% employee contribution is pre-tax under IRS Section 414(H)(2). The District picks up 2.5% of the CalPERS retirement contribution.</p> <p>New member: (Employees hired after 12/31/12 who were not members of CalPERS or a reciprocal agency within the last six months of hire at ACWD) 2% at 62, along with the 4th level 1959 Survivor Benefit Options, Pre-Retirement Option 2W Death Benefit, special retirement credit for unused sick leave, and three-year highest compensation calculation; 3% cost of living adjustment and \$5000 Retired Death Benefit. Employee contribution equal to amount required by state law, as calculated by CalPERS (for 2013, the required employee contribution is 7% of compensation).</p>
Social Security/Medicare	The District does not participate in Social Security, but provides 1.45% matching Medicare contribution.
Retiree Benefits	<p><u>Health:</u> Coverage is provided through the CalPERS Health program. The District's contribution for retiree coverage shall be the PEMHCA minimum contribution as determined by CalPERS on an annual basis.</p> <p>Please refer to the Management/Confidential/Professional Compensation Schedule for longevity payment schedule.</p> <p><u>Life Insurance:</u> \$4000 coverage</p>
Deferred Compensation 457 Plan and 401(a)	Optional 457 and 401(a) deferred income plans allowing tax deferral of current income and payment later as supplemental retirement income. Deferred compensation is invested according to the employee's choice of a variety of investment vehicles available under the plan

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	The District pays a matching of \$500 per year to the employee's 401(a).
LEAVES	
Vacation	10 days first year, increasing to 25 days after 20 years. Maximum Accrual: 400 hours per year.
Sick Leave	96 hours per year; an employee not exempt under FSLA will be allowed up to 30 hours per fiscal year of Medical Appointment Leave. Up to 48 hours of sick leave per calendar year may also be used to care for a sick family member living in the employee's home, or a sick parent or child not living in the home. Maximum Accrual: None
Sick Leave Bonus	Employees will receive management leave hours, if their sick leave usage over the prior fiscal year does not exceed the following amounts: Up to 8 hours usage: 16 hours Management Leave Up to 16 hours usage: 12 hours Management Leave Up to 24 hours usage: 8 hours Management Leave
Bereavement Leave	24 hours for bereavement of a member of the employee's immediate family and additional 8 hours of paid leave shall be provided in the event the funeral is more than 400 miles away. 8 hours for bereavement of some other family relative, 4 hours for bereavement of a close friend.
Industrial Accident Leave	Full pay, supplemented with workers compensation benefits, up to 6 months for an employee who is unable to perform regular work duties as a result of work-related injury or illness as certified by the workers compensation carrier.
Other Leaves	<u>Management Leave</u> (no carry over, may exchange for cash payment each year) 72 hours per calendar year for Confidential and Professional staff 88 hours per calendar year for Supervisors, Managers and Board-Appointed staff
Holidays	11 days per year