



Water and Sanitation

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Representation	International Brotherhood of Electrical Workers						
Contract Date	2017-2020						
Health and Welfare							
Benefit Level	Full Time (61 - 80 hours)						
Medical Premium Subsidy (MPS)	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%;">Employee Only</td> <td style="text-align: right;">\$176.16</td> </tr> <tr> <td>Employee + 1</td> <td style="text-align: right;">\$376.59</td> </tr> <tr> <td>Employee + 2</td> <td style="text-align: right;">\$516.08</td> </tr> </table>	Employee Only	\$176.16	Employee + 1	\$376.59	Employee + 2	\$516.08
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Employee + 1	\$376.59						
Employee + 2	\$516.08						
Dental Premium Subsidy (DPS)	Up to \$9.46						
Medical Opt-Out	\$40.00						
Medical Waive	\$40.00						
Vision	Employer Paid for Employee & Dependent Coverage						
Life Insurance Employer Paid	\$35,000						
Voluntary Term Life	\$10,000 - \$700,000						
Voluntary AD&D	\$10,000 - \$250,000						
Leave Provisions							
Vacation	80-160 hours/year						
Sick	3.69 hours/pay period						
Bereavement	2 days per occurrence (3 if traveling > 1,000 miles)						
Holiday	13 + 1 floating/year						
Perfect Attendance	Annual Gym Membership Reimbursement up to \$299 -OR- 16 hours of Perfect Attendance Leave						
Retirement							
Tier 1 (Hired prior to 1/1/2013, reciprocity provision may apply)	2.0% at age 55						
Tier 2 (Hired on or after 1/1/2013, reciprocity provision may apply)	2.5% at age 67						

Retirement - Other	
457(b)	Eligible to enroll at any time
Retirement Medical Trust Fund – Sick Leave Conversion	<u>Sick Leave Conversion</u> Employees become eligible to convert a portion of their sick leave to the Retirement Medical Trust upon attaining 10 or more years of participation with SBCERA and/or other public retirement system(s).
Retirement Medical Trust Fund – District Contribution	<u>District contribution, based on years of service:</u> 1-4 years = .5% of biweekly base salary 5+ years = 1% of biweekly base salary
Other	
Annual Tuition, Training and Membership Dues	First-come, first-served basis not to exceed \$1,500/fiscal year
Dependent Care Assistance Plan	Eligible
Medical Expense Reimbursement Plan (Flexible Spending Account)	\$5 - \$98.07 employee contribution per pay period
Qualified Transportation Plan	Pre-tax-deductions of up to \$255/month for qualified transportation (commuter) expenses
State Disability Insurance	<u>Clerical Employees Only:</u> premium paid by Employer Non Clerical Employees: Employee Paid
Uniforms/Footwear	\$200/fiscal year for footwear

Special Districts provides *Premium Subsidies* to help off-set the cost of your medical and dental premiums.

Example #1: A Customer Service Representative elects Blue Shield Signature HMO and Cigna Dental Care HMO plans with Employee Only coverage.

- \$238.28 (combined cost of premiums)
- \$176.16 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$ 52.66 (out-of-pocket cost)**

Example #2: A Maintenance Worker II elects Kaiser Permanente and Cigna Dental PPO plans with Employee + 2 or more coverage.

- \$838.66 (combined cost of premiums)
- \$516.08 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$313.12 (out-of-pocket cost)**