

Metropolitan Water District – Human Resources Benefits



Joining MWD has its BENEFITS

Once hired, Metropolitan's employees enjoy merit-based salary progression. Salaries are highly competitive and benefits are extensive for regular employees.

Health and Wellness

Medical Insurance: Choose from eleven medical plans provided through CalPERS including nine HMO and two PPO plans for you and your qualified family members. MWD's contribution will be 100% of the highest HMO premium between Regions 2 and 3. Employees will pay the premium difference above the employer contribution if applicable. A rate sheet with the monthly cost can be provided upon request. A \$125 taxable monthly waive credit is paid to those employees who opt-out due to other insurance coverage and provide proof.

Dental Insurance: PPO dental coverage is provided through Delta Dental at no cost to full-time employees and their qualified family members. Our dental plan offers traditional coverage including three teeth cleanings annually and an annual maximum of \$2,500 per person. Coverage is effective the first day of the seventh month following your date of hire. The premium is pro-rated for part-time employees based on standard weekly hours.

Vision Insurance: Vision coverage is provided at no cost to full-time employees through VSP. Our plan provides annually for exams and lenses. You have the option to purchase family coverage at a monthly flat rate of \$12.18. Vision coverage is effective the first day of the month following your date of hire. The premium is pro-rated for part-time employees based on the employee standard weekly hours.

Wellness: Unrepresented employees are eligible for reimbursement up to \$400 per calendar year for wellness purchases including gym membership, equipment, weight loss programs, and annual screenings. In addition, employees have access to a fully equipped Wellness Center located at Union Station.

Time Off

Holidays: 15 paid holidays per year, effective upon date of hire.

Personal Leave: 24 hours of personal leave per year after six months (1,044 hours) full-time employment.

Annual Leave: After six months (1,044 hours) full-time employment, 10 to 25 days per year of vacation accrued.

Exempt Time Off: Exempt employees will be provided 40 hours of exempt time off every January; and an additional 40 hours if they receive a Meets Standard or higher on their common-date annual evaluation.

Sick Leave: Up to 12 sick days per year, accrual starts at date of hire.

Disability Leave: Employees will accrue hours based on actual service hours after six months (1,040 hours) full-time employment.

**Unrepresented Regular Full-Time
and Part-Time Candidates**

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Financial Well Being

Retirement (PERS): Retirement benefits are provided under the California Public Employees' Retirement System (CalPERS) with a 2% at age 62 formula for new members. For new hires who have previously been a member of CalPERS or a reciprocal public agency or county, their formula **may** be a 2% at 55 formula if they are determined to be a "classic" member. CalPERS will make this determination based on information the new hire provides. The employee contribution to your CalPERS retirement fund is 8% for new members and is payroll deducted on a pre-tax basis; 7% for classic members paid by MWD upon date of hire. **MWD rehires** will retain the formula and employee contribution amount in effect at the time of their separation. All regular employees are enrolled as of date of hire.

Retiree Medical Insurance: Retiree medical is provided by CalPERS to retirees after 10 years of CalPERS service with 5 of the 10 years at MWD, based on current contract and in accordance with CalPERS vesting schedule.

Exemption to Social Security: An exemption from social security taxes due to the CalPERS defined benefit plan. MWD employees do not contribute to Social Security.

Deferred Compensation: MWD provides 401(k) plan matching contribution of \$1 for \$1 up to 4.5% of earnings. You will be eligible after 6 months of full-time employment (*1,044 service hours*) for the 401(k) plan. The option to enroll in our 457(b) plan (pre-tax or after-tax) with no match begins immediately on your date of hire. MWD employees have the option to take advantage of both plans and double their annual IRS maximum deferrals.

Life Insurance: MWD provides one times your annual salary basic life insurance coverage at no cost for the full-time unrepresented employee's. You may purchase additional life and accidental coverage for you and family members. Coverage is effective 31 days after date of hire. The premium is pro-rated for part-time employees.

Long Term Disability: To help protect your income during times when you can't work, MWD pays for an enhanced policy for unrepresented employees with a 90-day waiting period at 66 2/3% of basic monthly earnings to a maximum benefit of \$8,000 per month. Coverage is effective the first day of the seventh month following your date of hire. Premium pro-rated for part-time employees based on average weekly hours.

Development

Tuition Reimbursement: Metropolitan supports the pursuit of higher education by its employees. To assist in this effort, MWD provides tuition reimbursement to eligible employees who enroll in core business, job-related courses or programs. MWD provides 100% of tuition and book costs up to \$9,000 a year. You are eligible to participate after 1,044 service hours. For employees represented by ACE, MAPA, or SA, that are pursuing a graduate degree, an additional \$2,000 per year (up to \$11,000) for enrollment.

Professional Development and Productivity Enhancement: To keep your professional knowledge cutting edge, you will be eligible for reimbursement up to \$900 per calendar year on supervisor-approved purchases made for journals, memberships, seminars, workshops, subscriptions and technology enhancement equipment such as laptops, PDAs, etc.

Additional Benefits

- ❖ Rideshare - MWD provides the option for up to \$187 reimbursement per month.
- ❖ Pre-tax Health and Dependent Care Flexible Spending Accounts offered.
- ❖ Access to an employer provided credit union.
- ❖ Employee Assistance Program.

DISCLAIMER: This is a brief summary of benefits, in the event of a discrepancy between this summary and the Plan Document, the Plan Document will prevail. All benefits are subject to change based on contract renegotiations and applicable law. MWD retains the right to modify or eliminate these or any other benefits at any time and for any reason.

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