

## CONTRA COSTA WATER DISTRICT BENEFITS SUMMARY - **JANUARY 1, 2018**

	<b>International Federation of Professional &amp; Technical Employees Local 21</b>	<b>Stationary Engineers Local 39</b>	<b>Confidential Employees</b>	<b>Unrepresented Employees</b>
<b>Term of current MOU or Employment Agreement</b>	11/9/2015 through 11/8/2021	11/9/2015 through 11/8/2021	10/3/2017 through 10/2/2018	10/3/2017 through 10/2/2018
<b>Most recent COLA</b>	11/6/2017 - 3%	7/1/2017 - 3.7%	9/25/2017 - 4%	9/25/2017 - 4%
<b>Next scheduled COLA</b>	11/9/2017 (CPI; 3% floor, 4.5% ceiling)	7/1/2018 (CPI; 3% floor, 4.5% ceiling)	TBD	TBD
<b>Retirement Plan of the Contra Costa Water District</b> ER contribution = 22.41% (Reciprocity with CalPERS and CalPERS reciprocal retirement systems.)	5 years vesting Classic EE benefit = 2.35% at 55 Classic EE contribution = 6.43% Classic EPMC contribution = 3% PEPRA benefit = 2% @ 62 PEPRA EE contribution = 5.75%	5 years vesting (see MOU for excptn) Classic EE benefit = 2.35% at 55 Classic EE contribution = 8% Classic EPMC contribution = 1% PEPRA benefit = 2% @ 62 PEPRA EE contribution = 5.75%	5 years vesting Classic EE benefit = 2.35% at 55 Classic EE contribution = 6.28% Classic EPMC contribution = 3% PEPRA benefit = 2% @ 62 PEPRA EE contribution = 5.75%	5 years vesting Classic EE benefit = 2.35% at 55 Classic EE contribution = 4-6% Classic EPMC contribution = 2-0% PEPRA benefit = 2% @ 62 PEPRA EE contribution = 5.75%
<b>Social Security (12.4%) and Medicare (2.9%)</b> ER and EE paid	EE and ER each contribute 7.65% (6.2% Social Security and 1.45% Medicare)	EE and ER each contribute 7.65% (6.2% Social Security and 1.45% Medicare)	EE and ER each contribute 7.65% (6.2% Social Security and 1.45% Medicare)	EE and ER each contribute 7.65% (6.2% Social Security and 1.45% Medicare)
<b>Other Post Employment Benefits (OPEB)</b> EE contribution = 4.2%	Lifetime retiree medical insurance for eligible retirees meeting all OPEB and District-service requirements.	Lifetime retiree medical insurance for eligible retirees meeting all OPEB and District-service requirements.	Lifetime retiree medical insurance for eligible retirees meeting all OPEB and District-service requirements.	Lifetime retiree medical insurance for eligible retirees meeting all OPEB and District-service requirements.
<b>Deferred Compensation</b> EE voluntary pretax contributions	457b, 401a, and Roth IRA.	457b and Roth IRA.	457b, 401a, and Roth IRA.	457b, 401a, and Roth IRA.
<b>Deferred Compensation</b> ER Matching Funds	District matches up to 3%	N/A	District matches up to 4%	0-3 years = 2%, 3 to 5 years = 3%, 6 to 8 years = 4%, 9 years + = 5%
<b>Flexible Benefit</b> ER paid	\$50 per month	N/A	\$135 per month	District Secretary \$140 per month; \$170 all others
<b>Medical Plans</b> ER paid up to Kaiser family rate of \$1,906.81 per month	The District contracts with PEMHCA for CalPERS medical. See MOU for District paid HMO and PPO benefit amounts.	The District contracts with PEMHCA for CalPERS medical. See MOU for District paid HMO and PPO benefit amounts.	The District contracts with PEMHCA for CalPERS medical. See employment agreement for District paid HMO and PPO benefit amounts.	The District contracts with PEMHCA for CalPERS medical. See employment agreement for District paid HMO and PPO benefit amounts.
<b>Health Insurance Credit</b> ER paid	66⅔ of District savings based on eligible Kaiser tier level; see MOU.	66⅔ of District savings based on eligible Kaiser tier level; see MOU.	66⅔ of District savings based on eligible Kaiser tier level; see employment agreement.	66⅔ of District savings based on eligible Kaiser tier level; see employment agreement.

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<b>Dental Dental</b> ER paid	Single: \$47.94 Double: \$95.36 Family: \$169.90	Single: \$46.23 Double: \$94.11 Family: \$164.17	Single: \$46.23 Double: \$94.11 Family: \$164.17	Single: \$46.23 Double: \$94.11 Family: \$164.17
<b>Dental Benefits</b> ER paid	Maximum \$2,000/year per patient, \$4,000/lifetime per patient for Orthodontics	Maximum \$2,000/year per patient, \$2,000/lifetime per patient for Orthodontics (dependent children only)	Maximum \$2,000/year per patient, \$2,000/lifetime per patient for Orthodontics (dependent children only)	Maximum \$2,000/year per patient, \$2,000/lifetime per patient for Orthodontics (dependent children only)
<b>Vision</b> ER paid	VSP Flat Rate: \$17.21 Exam and lenses every 12 months, frames every 24 months	VSP Flat Rate: \$17.21 Exam and lenses every 12 months, frames every 24 months	VSP Flat Rate: \$17.21 Exam and lenses every 12 months, frames every 24 months	VSP Flat Rate: \$17.21 Exam and lenses every 12 months, frames every 24 months
<b>Employee Assistance Plan (EAP)</b> ER paid	Employees and eligible dependents are covered for confidential/crisis assistance and intervention.	Employees and eligible dependents are covered for confidential/crisis assistance and intervention.	Employees and eligible dependents are covered for confidential/crisis assistance and intervention.	Employees and eligible dependents are covered for confidential/crisis assistance and intervention.
<b>Flexible Spending Account (FSA)</b> EE voluntary contributions	\$5,000 per year dependent care; \$2,600 per year healthcare	\$5,000 per year dependent care; \$2,600 per year healthcare	\$5,000 per year dependent care; \$2,600 per year healthcare	\$5,000 per year dependent care; \$2,600 per year healthcare
<b>Basic Life Insurance</b> ER paid at \$ .12 per \$1000 per mo. per EE; \$ .79 per \$1000 per mo. per dependent	2 times annual salary, maximum \$150,000. Dependents \$1,500	Basic Life Insurance \$30,000 for employees. Dependents \$1,500.	2 times annual salary, maximum \$150,000. Dependents \$1,500	2 times annual salary, minimum \$100,000, maximum \$450,000. Dependents \$1,500
<b>Supplemental Life Insurance</b> EE paid	Employee - maximum of \$500,000. Spouse eligible for 100% of employee elected amount. Child - \$10,000.	Employee - maximum of \$500,000. Spouse eligible for 100% of employee elected amount. Child - \$10,000.	Employee - maximum of \$500,000. Spouse eligible for 100% of employee elected amount. Child - \$10,000.	Employee - maximum of \$500,000. Spouse eligible for 100% of employee elected amount. Child - \$10,000.
<b>AD&amp;D</b> ER paid premium of \$ .031 per \$1000 per month	2 times annual salary, maximum \$150,000. Dependents \$1,500	Basic Life Insurance \$30,000 for employees. Dependents \$1,500	2 times annual salary, maximum \$150,000. Dependents \$1,500	2 times annual salary, maximum \$450,000. Dependents \$1,500
<b>Supplemental AD&amp;D</b> EE paid	Employee - maximum of \$500,000. Spouse eligible for 100% of employee elected amount up to \$150,000. Child - flat amount \$10,000.	Employee - maximum of \$500,000. Spouse eligible for 100% of employee elected amount up to \$150,000. Child - flat amount \$10,000.	Employee - maximum of \$500,000. Spouse eligible for 100% of employee elected amount up to \$150,000. Child - flat amount \$10,000.	Employee - maximum of \$500,000. Spouse eligible for 100% of employee elected amount up to \$150,000. Child - flat amount \$10,000.

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<b>Short Term Disability Insurance (STD)</b> ER paid premium of \$ .14 per \$100 per month	45 day waiting period; duration of STD is for 20 weeks; plan pays 66⅔% to a maximum of \$1,569 per week.	60 day waiting period for non-OJI and plan pays 66⅔% to a max of \$1,269 per week up to 17 weeks; 90 day waiting period for OJI and plan pays 66⅔% to a max of \$1,269 per week up to 13 weeks.	45 day waiting period; duration of STD is for 20 weeks; plan pays 66⅔% to a maximum of \$1,346 per week.	45 day waiting period; duration of STD is for 20 weeks; plan pays 66⅔% to a maximum of \$2,265 per week.																																																												
<b>Long Term Disability Insurance (LTD)</b> ER paid premium of \$ .33 per \$100 per month	On the 180 day, the plan pays 66⅔% of monthly earnings to a maximum of \$6,800 per month.	On the 180 day, the plan pays 66⅔% of monthly earnings to a maximum of \$5,500 per month.	On the 180 day, the plan pays 66⅔% of monthly earnings to a maximum of \$5,833 per month.	On the 180 day, the plan pays 66⅔% of monthly earnings to a maximum of \$9,817 per month.																																																												
<b>State Disability Insurance</b> EE pays 1%	N/A	Up to \$1,173 per week after 7 day waiting period.	N/A	N/A																																																												
<b>Commuter Benefits Program</b> EE voluntary contributions	Parking subsidy - \$260 per month Transit subsidy - \$260 per month	Parking subsidy - \$260 per month Transit subsidy - \$260 per month	Parking subsidy - \$260 per month Transit subsidy - \$260 per month	Parking subsidy - \$260 per month Transit subsidy - \$260 per month																																																												
<b>Gym Membership Subsidy</b>	ER pays initiation fee and 50% of monthly fees for Big C or In Shape Gym	ER pays initiation fee and 50% of monthly fees for Big C or In Shape Gym	ER pays initiation fee and 50% of monthly fees for Big C or In Shape Gym	ER pays initiation fee and 50% of monthly fees for Big C or In Shape Gym																																																												
<b>Education Assistance</b>	up to \$3,000 per fiscal year per EE	up to \$3,000 per fiscal year per EE	up to \$3,000 per fiscal year per EE	up to \$3,000 per fiscal year per EE																																																												
<b>Vacation Leave</b>	<table border="0"> <tr><td>0 to 1 year</td><td>10 days</td></tr> <tr><td>1 to 2 years</td><td>15 days</td></tr> <tr><td>2 to 4 years</td><td>17 days</td></tr> <tr><td>4 to 9 years</td><td>21 days</td></tr> <tr><td>9 to 14 years</td><td>23 days</td></tr> <tr><td>14 to 19 years</td><td>28 days</td></tr> <tr><td>19 to 24 years</td><td>33 days</td></tr> <tr><td>24 years +</td><td>35 days</td></tr> </table>	0 to 1 year	10 days	1 to 2 years	15 days	2 to 4 years	17 days	4 to 9 years	21 days	9 to 14 years	23 days	14 to 19 years	28 days	19 to 24 years	33 days	24 years +	35 days	<table border="0"> <tr><td>0 to 3 years</td><td>10 days</td></tr> <tr><td>3 to 5 years</td><td>13 days</td></tr> <tr><td>5 to 10 years</td><td>17 days</td></tr> <tr><td>10 to 15 years</td><td>19 days</td></tr> <tr><td>15 to 20 years</td><td>23 days</td></tr> <tr><td>20 to 25 years</td><td>28 days</td></tr> <tr><td>25+ years</td><td>30 days</td></tr> </table>	0 to 3 years	10 days	3 to 5 years	13 days	5 to 10 years	17 days	10 to 15 years	19 days	15 to 20 years	23 days	20 to 25 years	28 days	25+ years	30 days	<table border="0"> <tr><td>0 to 1 year</td><td>10 days</td></tr> <tr><td>1 to 2 years</td><td>15 days</td></tr> <tr><td>2 to 4 years</td><td>17 days</td></tr> <tr><td>4 to 9 years</td><td>21 days</td></tr> <tr><td>9 to 14 years</td><td>23 days</td></tr> <tr><td>14 to 19 years</td><td>28 days</td></tr> <tr><td>19 to 24 years</td><td>33 days</td></tr> <tr><td>24 years +</td><td>35 days</td></tr> </table>	0 to 1 year	10 days	1 to 2 years	15 days	2 to 4 years	17 days	4 to 9 years	21 days	9 to 14 years	23 days	14 to 19 years	28 days	19 to 24 years	33 days	24 years +	35 days	<table border="0"> <tr><td>0 to 2 years</td><td>15 days</td></tr> <tr><td>2 to 4 years</td><td>17 days</td></tr> <tr><td>4 to 9 years</td><td>21 days</td></tr> <tr><td>9 to 14 years</td><td>23 days</td></tr> <tr><td>14 to 19 years</td><td>28 days</td></tr> <tr><td>19 to 24 years</td><td>33 days</td></tr> <tr><td>After 24 years</td><td>35 days</td></tr> </table>	0 to 2 years	15 days	2 to 4 years	17 days	4 to 9 years	21 days	9 to 14 years	23 days	14 to 19 years	28 days	19 to 24 years	33 days	After 24 years	35 days
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<b>Vacation Sell Back</b>	May be compensated as follows:  <table border="0"> <tr> <td>Min. Hours Taken</td> <td>Max. Cash out</td> </tr> <tr> <td>80</td> <td>40</td> </tr> <tr> <td>88</td> <td>48</td> </tr> <tr> <td>96</td> <td>56</td> </tr> <tr> <td>104</td> <td>64</td> </tr> <tr> <td>112</td> <td>72</td> </tr> <tr> <td>120</td> <td>80</td> </tr> </table>	Min. Hours Taken	Max. Cash out	80	40	88	48	96	56	104	64	112	72	120	80	May be compensated as follows:  <table border="0"> <tr> <td>Min. Hours Taken</td> <td>Max. Cash out</td> </tr> <tr> <td>80</td> <td>40</td> </tr> <tr> <td>88</td> <td>48</td> </tr> <tr> <td>96</td> <td>56</td> </tr> <tr> <td>104</td> <td>64</td> </tr> <tr> <td>112</td> <td>72</td> </tr> <tr> <td>120</td> <td>80</td> </tr> </table>	Min. Hours Taken	Max. Cash out	80	40	88	48	96	56	104	64	112	72	120	80	May convert to pay at one hour paid for every hour taken up to 120 hours each anniversary year.	May convert to pay at one hour paid for every hour taken up to 120 hours each anniversary year.
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<b>Vacation Conversion</b>	Vacation credit may be converted to sick leave at the rate of 1 hour of vacation equals 2 hours of sick leave.	Vacation credit may be converted to sick leave at the rate of 1 hour of vacation equals 1 hour of sick leave.	Vacation credit may be converted to sick leave at the rate of 1 hour of vacation equals 2 hours of sick leave.	Vacation credit may be converted to sick leave at the rate of 1 hour of vacation equals 2 hours of sick leave.																												
<b>Car Allowance</b>	N/A	N/A	N/A	\$475, if designated.																												
<b>Administrative Leave</b>	56 hours accrued annually with maximum accumulation of 64 hours	N/A	16 hours annually for exempt employees	110 hours accrued annually with maximum accumulation of 96 hours																												
<b>Sick Leave</b>	8 hours per month No maximum accrual	8 hours per month No maximum accrual	8 hours per month No maximum accrual	8 hours per month No maximum accrual																												
<b>Attendance Recognition</b>	EE may cash out up to 16 hours of sick leave if 160 sick leave hours maintained and have used 8 hours or less during the program term.	EE may cash out up to 16 hours of sick leave if 160 sick leave hours maintained and have used 8 hours or less during the program term.	EE may cash out up to 16 hours of sick leave if 160 sick leave hours maintained and have used 8 hours or less during the program term.	EE may cash out up to 16 hours of sick leave if 160 sick leave hours maintained and have used 8 hours or less during the program term.																												
<b>Holidays</b>	11 days, plus either Christmas Eve or New Years Eve when those fall on Monday through Thursday.	11 days, plus either Christmas Eve or New Years Eve when those fall on Monday through Thursday.	11 days, plus either Christmas Eve or New Years Eve when those fall on Monday through Thursday.	11 days, plus either Christmas Eve or New Years Eve when those fall on Monday through Thursday.																												
<b>Floating Holiday</b>	N/A	16 hours per calendar year	N/A	N/A																												
<b>Floating Leave</b>	N/A	N/A	8 hours per calendar year	8 hours per calendar year																												

*The information contained in this document is a summary of benefits provided to full-time employees. For specific information, please refer to the applicable bargaining unit contract or employee agreement, or contact the Human Resources & Risk Division at 925-688-8002. The information contained herein does not constitute either an expressed or implied contract.*

*REV 8/2017*