



TVMWD Benefits Summary

Full-Time Employee Benefits:

- **CalPERS Retirement** – 2%@62 formula for PEPRA employees; 2%@55 for Classic employees. Employee pays 6.5%-7%. TVMWD does not participate in Social Security but does participate in Medicare.
- **457 Deferred Compensation** – TVMWD matches employee contributions up to \$500 per month (\$6,000/year).
- **Medical** – Anthem Blue Cross PPO, High Deductible PPO, HMO and Kaiser HMO plans. Employees pay 0-10% of medical premiums for individual/couple/family.
- **Retiree Health** – Available to retirees based on age and years TVMWD service of up to \$600/month.
- **Dental** – Delta Dental PPO or DeltaCare USA HMO. TVMWD pays 100% of premiums.
- **Vision** – Vision Service Plan (VSP). TVMWD pays 100% of premiums.
- **Health Reimbursement Arrangement (HRA)** – TVMWD pays \$1,000 annually for out-of-pocket health related expenses not covered by insurance. May also be used to offset medical premiums. For those with an HSA, the \$1,000 will be contributed there instead.
- **Health Savings Account (HSA)**– TVMWD contributes up to \$800/annually into HSA account on behalf of employees participating in the High Deductible PPO plan.
- **Flexible Spending Account (FSA)** – program available for voluntary participation at employee's cost.
- **Short/Long Term Disability (STD/LTD)** – TVMWD pays 100% of premiums.
- **State Disability Insurance (SDI)** – TVMWD pays State Disability Insurance.
- **Life Insurance** – TVMWD pays 100% of premiums for policy equal to twice the annual salary up to a maximum of \$300,000. Additional supplemental coverage available at employee's cost.
- **Flexible Spending Account (FSA)** – TVMWD offers FSA plans for voluntary participation at Director's cost.
- **AFLAC** – Policies available for voluntary participation at employee's cost.
- **Holidays** – 12 days per year – all non-probationary employees
- **Sick Leave** – 96 hours per year – non-exempt/supervisory employees
- **Vacation** – 80 to 160 hours per year, depending on years of service – non-exempt/supervisory employees.
- **Administrative Leave** – exempt employees only – 50 hours per year.
- **Universal Leave** – executive management employees only – 232 to 352 hours per year, depending on years of service.
- **Tuition Reimbursement** – Up to \$3,000 per year for qualifying education programs.
- **Technology Loan Program** – Maximum \$3,500 no interest loan for up to 5 years.
- **Jury Duty coverage** – maximum one event within a 24-month period, 10 days max.