

Benefit Summary



- **Work Schedule:** Four 10-hour days.
- **Telecommuting Opportunities:** Up to 1 day per week, depending on job duties (only after 6 months of service) and in accordance with the policy.
- **CalPERS Retirement:** 2%@62 formula for PEPRA employees; 2%@55 for Classic employees. Employees pay 7% - 7.75%. TVMWD does not participate in Social Security but does participate in Medicare.
- **Deferred Compensation:** Two plans are offered to employees: 401(a) – TVMWD a match of employee contributions up to \$500 per month (\$6,000/year) and a 457 voluntary plan where employees can elect to deferred compensation pre- and/or post-tax up to the IRS limits.
- **Medical:** Employees may elect from Anthem Blue Cross PPO, High Deductible PPO, HMO, and Kaiser HMO plans. Employees pay 0-5% of medical premiums.
- **Retiree Health:** Available to retirees based on age and years of service of up to \$600/month.
- **Dental & Vision:** Full coverage for employees and family at no cost to employees.
- **Employee Assistance Program (EAP):** Available to employees and their families at no cost to employees.
- **Health Reimbursement Arrangement (HRA):** TVMWD pays \$1,000 annually for out-of-pocket health related expenses not covered by insurance.
- **Health Savings Account (HSA):** TVMWD contributes up to \$800/annually into an HSA account for employees who select a high deductible plan.
- **Short/Long Term Disability (STD/LTD):** TVMWD pays 100% of premiums.
- **State Disability Insurance (SDI):** TVMWD pays State Disability Insurance.
- **Life Insurance:** TVMWD offers 2x the annual salary up \$300,000.
- **Holidays:** 14 days per year (after one year of service).
- **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.
- **Paid Time Off:** Executives receive 232+ hours per year, depending on years of service.
- **Wellness:** On-site gym available and more.
- **Other Benefits Include:** Telephone reimbursement, Jury Duty coverage, Flexible Spending Account (FSA), Retiree Health, and Supplementary life insurance.

Full-Time Employees

More Information



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