MARIN WATER

EMPLOYEE BENEFITS

Summary of Benefits: Mid-Managers

The following provides a brief description of the Marin Municipal Water District's (MMWD) benefit package for Senior Management employees. Please refer to individual contracts or policies for details.

Vacation

Full-time regular employees earn vacation with pay at the following bi-weekly rates for each complete year of service with MMWD:

First 9 years	4.62 hours/pay period
Next 6 years	6.16 hours/pay period
16 years	6.47 hours/pay period
17 years	6.77 hours/pay period
18 years	7.08 hours/pay period
19 years	7.39 hours/pay period
20+ years	7.70 hours/pay period

Holidays

MMWD grants 12 paid, set holidays each year and 1 or 2 paid floating holidays are granted dependent on hire date.

Sick Leave

Employees accrue 15 days per year, and may accumulate paid sick leave with no limit to be used for illness or other approved absences. A lump sum payout equal to 75% of the number of hours for unused sick leave (to a maximum payout of 750 hours) will be paid upon retirement. Annual incentive buy-back plan is available.

Administrative Leave

*See Resolution No. 8760, section 12.

Health Insurance

MMWD contracts with CalPERS health care which makes available a variety of medical plans. The premium contribution of MMWD for an employee only or an employee plus one dependent shall be set at the rate of the plan that falls in the middle of the list of available plans. Coverage for additional dependents may be purchased by payroll deduction.

Dental Insurance

Dental insurance is available to employees and their families after three months of service through the Delta Dental Plan of California. MMWD pays the premium for the employee and dependents. Delta Dental Plan will pay 100% of the dentist's usual, customary, and reasonable fees for services covered per the contract, to a maximum of $2,000 per eligible enrolled person per calendar year. Orthodontia coverage is provided for eligible dependent children up to a lifetime maximum of $3,000.

Group Life Insurance

Coverage, at 1 times the annual salary up to $100,000, is provided at District expense.

Long Term Disability Insurance

After completion of one month of employment, MMWD pays the premium for long term disability insurance for each full time, permanent employee. The insurance provides payment of up to 60% of salary to a maximum of $8,000 per month for an employee who is disabled and cannot perform in his/her regular job functions. There is an eligibility waiting period of three months.

Retirement Plan

MMWD is a member of the California Public Employees Retirement System (CalPERS). The program is mandatory for all full-time employees.

For new employees hired after January 1, 2013, the retirement formula is 2.0%@62. The current employee's retirement contribution rate is 6.25% of salary. Effective July 1, 2025, the new contribution rate will be 7% of salary. All provisions shall be as required by PEPRA.

For employees hired before January 1, 2013 the retirement formula is 2.7%@55. The employee's contribution rate is 8%. Employees hired after January 1, 2013 who are already members of CalPERS and who have had less than a 6 month break in service may be eligible for the 2.7%@55 formula. Actual CalPERS formula and eligibility requirements are contingent upon CalPERS regulations and conditions.

Deferred Compensation

All employees are eligible to participate in the 457(b) deferred compensation plan pursuant to the "Deferred Compensation Plan" approved by the District Board of Directors on May 22, 1985, consistent with current IRS regulations and requirements.

Social Security

Deductions are made for Social Security each pay period in accordance with Federal law.

Workers' Compensation

To provide temporary disability income to an employee in the event of an on-the-job illness or injury, employees are covered under the provisions of MMWD's Workers' Compensation policy.

Vision Care Plan

This plan provides eligible full-time employees reimbursement of vision care expenses not covered by the health plan. Reimbursable expenses are up to $350 for glasses and frames, lenses and contact lenses, or other necessary vision care expenses per fiscal year. The employee may carry over any remaining monies for one year for an accumulated total of up to $700 to be used over a two year period. Coverage begins after completion of one month of service.

Annual Management Allowance

Managers may use the $3,500 annual allowance for education and training, to offset the cost of his/her medical coverage, to offset the cost of personal medical (non-cosmetic) procedures not covered by the employee's insurance, to apply to a computer purchase, or place part or all of these funds into a deferred compensation plan.