

EMPLOYEE BENEFITS

Summary of Benefits: SEIU Employees

The following provides a brief description of the Marin Municipal Water District's (MMWD) benefit package for SEIU represented 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 3 years.....	3.38 hours/pay period	17 years.....	6.77 hours/pay period
Next 6 years	4.62 hours/pay period	18 years.....	7.08 hours/pay period
Next 6 years	6.16 hours/pay period	19 years.....	7.39 hours/pay period
16 years	6.47 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.

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

After completion of one month of employment, for each full-time employee MMWD pays the premium for \$25,000 of coverage. Through payroll deductions, according to a graduated scale, employees may purchase additional insurance in increments of \$10,000 up to a maximum of \$100,000 (without an underwriting requirement). The election of additional insurance must be made within 30 days of the initial hire date.

For employees hired on or after January 1, 2024, the District will provide a life insurance policy for each eligible employee equal to one times the employee's annual salary up to \$75,000.

Eligible employees may elect additional life insurance coverage of up to \$150,000 in total. This additional life insurance coverage purchase may be made in whole or part at minimum increments of \$10,000, subject to the agreement of the insurance provider.

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 his/her regular job functions. There is an eligibility waiting period of three months.

State Disability Insurance

SEIU represented employees will be enrolled in State Disability Insurance (SDI) program. The cost of SDI shall be paid by the employee through payroll deduction.

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 PEPR.

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.

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

MMWD participates in the Social Security System and payroll deductions are made 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.

Tuition Reimbursement

The District will reimburse tuition, books, laboratory fees and examination fees in the amount of up to \$3,500 per employee per fiscal year in connection with educational courses taken by regular full-time or regular parttime non-probationary employees. In order to be reimbursed for educational costs, the employee must attain a grade of at least "C" or its equivalent, and class and study time must be outside the employee's normal work hours.