



Otay Water District

BENEFITS



- **Merit Pay:** 3% on base salary to top of range based on meeting expectations on review, (If eligible).
- **Pay-for-Performance Program:** Employees may be eligible for an extra 1-4% on base salary or lump sum for exceeding expectations on review.
- **Vacation:** 12 days/year, increasing to a max of 23 days/year.
- **Sick Leave:** 8 days/year, increasing to max of 15 days/year.
- **Paid Holidays:** 14 days/year, including employee's birthday and two floating holidays.
- **Alternative Work Schedule:** A 9/80 work schedule may be available based on the needs of the department. Upon approval, employees would work 80 hours over 9 days and enjoy one day off every two weeks. Operations department staff may be subject to a 4/10 work schedule (four 10-hour days within a week).
- **PERS Retirement:** The District contracts with the California Public Employees' Retirement System (CalPERS) with the retirement formula of 2.7% of highest annual salary at age 55, for each year of service; 5-year vesting. Employees pay 8% of the employee's PERS service contribution. Additionally, represented employees will pay 0.75% of the employer's PERS contribution and the District will pay the remainder of the employer's contribution. Due to the California Pension Reform Act of 2013, employees hired on or after 1/1/13 who are new CalPERS members (or do not have reciprocity with CalPERS) will be enrolled in the 2% at 62 retirement formula based on the employee's 36 months of highest average annual compensation. The District is also a Social Security participant.
- **Deferred Compensation Retirement Plan (457 Plan):** Optional plan designed to provide employees with additional retirement income. Employees may elect to contribute a portion of their income on a pre-tax basis through payroll deductions.
- **Medical/Rx Insurance:** Choice of PPO, EPO, or HMO plan, 100% premium paid by District for employee and 88% for dependent(s).
- **Dental Insurance:** 100% premium paid by District for employee and 88% paid for dependent(s).
- **Flexible Benefits Plan:** The District offers a healthcare and dependent care flexible benefits plan. The healthcare account reimburses the employee on a pre-tax basis for medical, pharmacy, dental and other related expenses not covered by the insurance plans. The dependent care account allows employees to pay for employment-related dependent care expenses on a pre-tax basis.
- **Group Term Life & Accidental Death and Dismemberment Insurance:** 100% premium paid by the District for employee and eligible dependent(s). Depending on employees' annual earnings and/or position, amounts of Life and AD&D insurance may vary. Eligible dependents have life insurance coverage of \$1,000.
- **Voluntary Life Insurance:** Employees may elect to cover themselves and eligible dependents for voluntary life insurance. The full cost of this insurance is paid by the employee via payroll deductions.
- **Short Term and Long Term Disability Insurance:** The District provides short term and long-term disability insurance equal to 66 2/3% of your income after a 30-day waiting period (90-day waiting period for long term disability) if totally disabled due to illness or injury.
- **Education Reimbursement Program:** Employees are eligible to receive reimbursement for District approved courses not to exceed \$3,000 per fiscal year.
- **Certification Incentive Program:** Eligible District employees that obtain target certifications that exceed the minimum job requirements may qualify for either a base pay percentage increase or receive a monetary incentive.
- **Interest-Free Computer Loan Program:** Employees that have completed six months of consecutive employment are eligible to receive an interest free loan from \$500 to \$3,000 for personal computer systems, software, and/or components.
- **Employee Assistance Program:** Provides confidential referrals and counseling concerning personal, family, or work related issues for employees and their dependents.
- **Free Onsite Workout Facility:** The District has a fully equipped exercise room for employees to use before work, after work or during lunchtime.
- **Yoga Classes:** On-site Yoga classes are offered during the lunch hour at the employee's expense.
- **Wellness Program:** The District's wellness program encourages employees to stay healthy by offering a variety of activities, workshops and clubs.