



**MARIN MUNICIPAL WATER DISTRICT
SUMMARY OF FRINGE BENEFITS
Unrepresented Employees
Mid - Managers**

The following provides a brief description of the Marin Municipal Water District's (MMWD) fringe benefit package for Mid-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:

For the first nine (9) years of service	4.62 hours/pay period	120 hours/yr
For the next six (6) years of service	6.16 hours/pay period	160 hours/yr
Sixteen (16) years of service	6.47 hours/pay period	168 hours/yr
Seventeen (17) years of service	6.77 hours/pay period	176 hours/yr
Eighteen (18) years of service	7.08 hours/pay period	184 hours/yr
Nineteen (19) years of service	7.39 hours/pay period	192 hours/yr
For twenty (20) or more years of service	7.70 hours/pay period	200 hours/yr

Vacation may be used by an employee only after completion of six (6) months of service.

HOLIDAYS

MMWD grants 11 paid, set holidays each year; 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

Each management category employee will be entitled to five (5) days of administrative leave.

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 \$1,500 per eligible enrolled person per calendar year. Orthodontia coverage is provided for eligible dependent children, up to a lifetime maximum of \$2,000.

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, regular employee. The insurance provides payment of 60% of salary up to a maximum of \$5,600 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. The current retirement formula is 2.7% @ 55. The employee's contribution rate is 8% of your monthly salary. District employees currently pay 5% on a pre-tax basis and the District contributes 3%. Early retirement is possible at age 50 if an individual has five years of service credit in CalPERS.

DEFERRED COMPENSATION

The District will extend to all employees participation in the 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, MMWD will pay the difference between the employee's regular salary and the amount paid by MMWD's Workers' Compensation carrier for a period of sixty (60) working days.

VISION CARE PLAN

This plan provides full-time employees reimbursement of vision care expenses * **not covered by other health or insurance plans**. Reimbursable expenses are up to \$200 for glasses and frames, lenses and contact lenses, or other necessary vision care expenses per calendar year. The employee may carry over any remaining monies for one year for an accumulated total of up to \$400 to be used over a two year period. In the third year, the reimbursable amount returns to \$200.

*** If your regular health plan covers an eye examination, the District will not pay for an examination performed by another eye care professional.**

TUITION REIMBURSEMENT

The District will reimburse tuition, books, laboratory fees and examination fees in the amount of up to \$1,500 per employee per fiscal year in connection with educational courses taken by regular full-time or regular part-time 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.

In addition, Managers may use the \$1,500 annual educational and training allotment for other professional development such as the purchase of books, computers and attendance at professional conferences not covered by the District. An employee may also choose to use this 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, or place part or all of these funds into a deferred compensation plan.