

# Metropolitan Water District – Human Resources Benefits



## Joining MWD has its BENEFITS

### Health

**Medical Insurance:** Choose from eleven medical plans provided through CalPERS including nine HMO and two PPO plans for you and your qualified family members. MWD's contribution will be 100% of the premium for all of the HMO and for two of the PPO medical plans. Metropolitan contributes 90% of PERS Platinum PPO premium which is the highest PPO plan. Employees electing PERSCare PPO will pay the premium difference of 10%. A \$125 taxable monthly waive credit is paid to those employees that opt-out due to other insurance coverage and provide proof.

▪ **District Temporary full-time employees (Category C):** Hired for forty (40) hours per week and for longer than three (3) months are eligible for medical insurance first day of month following date of hire. If hired for three (3) months or less, employee **will not** be eligible. If employment is later extended beyond the third month, employee will be eligible for medical the first day of the 4th month so long as employee continues to work full-time hours.

▪ **District Temporary part-time employees (Category D):** Hired for a minimum of twenty (20) hours per week and for six (6) months or longer are eligible for medical insurance first day of month following date of hire. If hired less than twenty (20) hours per week or less than six (6) months, employee **will not** be eligible. If employment is later extended or reached 1,000 service hours in a fiscal year (July 1st through June 30th) or averages thirty (30) hours per week, the employee will become eligible for medical insurance the first day of the following month

### Financial Well Being

**Retirement (PERS):** Retirement benefits are provided under the California Public Employees' Retirement System (CalPERS) with a 2% at age 62 formula for eligible New members. For new hires who have previously been a member of CalPERS or a reciprocal public agency or county, their formula **may** be a 2% at 55 formula if they are determined to be a "Classic" member. CalPERS will make this determination based on information the new hire provides. The employee contribution to your CalPERS retirement fund is 8% for New members and is payroll deducted on a pre-tax basis, and 7% for Classic members. **MWD rehires** will retain the formula and employee contribution amount in effect at the time of their separation. All regular employees are enrolled as of date of hire.

▪ **District Temporary full-time employees:** Hired for forty (40) hours per week and for longer than six (6) months or who are already members of PERS will be enrolled in PERS from date of hire. If hired for six (6) months or less, employee **will not** be eligible. If employment is later extended beyond the sixth month, you will be enrolled in PERS the first day of the following pay period upon completion six (6) months of service.

▪ **District Temporary part-time employees:** Hired for a minimum of twenty (20) hours per week and for twelve (12) months or who are already members of PERS longer will be enrolled in PERS from date of hire. If you are hired less than twenty (20) hours per week or less than twelve (12) months, employee **will not** be eligible. If employment is later extended or employee reaches 1,000 service hours in a fiscal year (July 1st through June 30th) you will be enrolled in PERS the first day of the following pay period.

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## Financial Well Being (con't)

**Deferred Compensation:** MWD provides 401(k) plan matching contribution of \$1 for \$1 up to 4.5% of earnings. Eligible after 1,044 service hours for 401(k). For eligible district temporary employees, an exemption from social security taxes due to the CalPERS defined benefit plan. For PERS eligible classic district temporary employees, a mandatory 0.5% of your gross salary will be deferred on a pre-tax basis to the 457 plan, this plan is portable. For non-eligible district temporary employees, 7.5% of gross salary will be deferred on a pre-tax basis to the 457 plan, this plan is portable.

## Time Off

**Holidays:** 15 paid holidays per year for District Temporary full-time employees.

**Sick Leave:** Approximately 1 hour of sick leave per every 30 hours of service. Accrual based on actual service hours.

**Personal Leave:** District Temporary full-time (*Category C*) employees receive 48 hours of personal leave after completion of 1,044 service hours. Part-time employees (*Category D*) will receive 24 hours of personal leave after completion of 1,044 service hours.

## Additional Benefits

- Rideshare - MWD provides the option for up to \$187 reimbursement per month. Effective upon date of hire.
- You have access to a fully equipped Wellness Center located at Union Station.
- Access to an employer-provided credit union.
- Employee Assistance Program.

**DISCLAIMER:** This is a brief summary of benefits, in the event of a discrepancy between this summary and the Plan Document, the Plan Document will prevail. All benefits are subject to change based on contract renegotiations and applicable law. MWD retains the right to modify or eliminate these or any other benefits at any time and for any reason.

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