

Humboldt Bay Municipal Water District
Employer Paid Benefits For Active Employees
Updated (January 2012)

Retirement-California Public Employees Retirement System 2% @ 55:

District pays the employer share and employee share (which is approximately 7% of salary)

Medical – Employee can choose from one of five available BlueCross Plans (Two HMO plans and Three PPO plans, one of which is High Deductible and HSA compatible):

Covers employee and dependents

District pays a maximum of \$1,550 per month.

If an employee chooses the HSA compatible PPO Plan the District will fund the annual deductible (\$1,500 single or \$3,000 family) via the HSA

Coverage will become effective on the 1st of the month following 60 days of employment.

Retiree Medical – (to be eligible employee must (1) retire from District, (2) be eligible for PERS retirement benefits, and (3) have a minimum of ten years of service at the District)

Covers employee and dependents

District pays a maximum of \$640 per month.

Dental – Delta Dental:

Covers employee and dependents

Coverage will become effective on the 1st of the month following 60 days of employment.

Vision – Vision Service Plan:

Covers employee and dependents

Coverage will become effective on the 1st of the month following 60 days of employment.

Life Insurance – Principal Life Insurance Company:

Provides \$50,000 coverage for employee and up to \$12,500 for spouse and \$2,000 for children

Additional \$20,000 coverage for employee in the event of accidental death

Long Term Disability – Assurant:

Provides up to 60% of monthly pay after the qualifying period

Coverage begins 1st of month following 30 days of employment

Miscellaneous costs paid for by the District:

Safety shoes (once per year), Coveralls and Operator Certification fees and training materials.

Time Off

Holidays:

11 paid holidays per year

3 floating holidays per year

Vacation:

10 vacation days per year

15 vacation days per year after 4 years

20 vacation days per year after 10 years

1 additional vacation day per year for 16 – 20 years

25 vacation days per year after 20 years

Bereavement:

3 days paid leave

Sick Leave:

1 day sick leave per month (up to max of 130 days)

In Addition the District Offers participation in the following

Deferred Compensation (optional):

Program paid for by employee

Note: This is provided as a summary only. Please refer to Employee Handbook for additional information, and more importantly to the “evidence of coverage” from the plan provider for specific coverage details.

Provides tax-deferred retirement plans offered through VALIC or SAFECO

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