

GEORGETOWN DIVIDE PUBLIC UTILITY DISTRICT
SUMMARY OF BENEFITS
January 1, 2024

RETIREMENT: California Public Employee's Retirement System retirement formula is 2% @ 62 PEPRA Plan. The member contribution is paid by the employee.

DEFERRED COMPENSATION: Employees have the benefit of purchasing an additional deferred compensation 457 plan with the ICMA Retirement Corporation via payroll deduction.

SOCIAL SECURITY: Employees also have the benefits of participating in the Social Security and Medicare Programs.

HEALTH INSURANCE: Employees are provided health insurance through the Association of California Water Agencies. Employees can select their health insurance from one of four available plans. Health insurance is provided by Blue Cross and Kaiser and the District's current monthly premium contribution is:

Employee only:	\$826.47
Employee plus one:	\$1,537.23
Employee plus Family:	\$2,036.84

DENTAL & VISION INSURANCE: Employees are provided dental insurance through Premier Access and vision insurance through Medeye Services. Insurance coverage for dependents may be purchased by the employee through these programs.

LIFE INSURANCE: Employees are provided a life insurance policy equal to their annual salary at no cost to the employee. Additional life insurance may be purchased by the employee through this program.

AFLAC: Employees may purchase additional AFLAC insurance products via payroll deduction.

PAID SICK LEAVE: Employees accrue 12 days of sick leave per year. Sick leave accrual is unlimited and may be used towards additional retirement service credit.

HOLIDAYS: The District observes 11 paid holidays per year.

VACATION: Employees accrue vacation from 12 days to 25 days per year depending on time of service.

LONGEVITY PAY: Employees with 10 years of service receive a salary increase of 2.5%. Employees with 15 years of service receive an additional salary increase of 2.5%.

RETIREE HEALTH INSURANCE BENEFITS: Employees that retire from the District with 20 years of service are provided with \$435 per month for health insurance coverage. The monthly amount can be used for the employee or the employee and their spouse.

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Potential Monthly Employee Costs for Medical, Dental and Optical (as of January 1, 2024)

	Employee Only	Employee + 1	Employee + 2 or more
Medical:			
Blue Cross Classic Plan	\$112.71	\$341.13	\$451.99
Blue Cross Advantage	-	\$115.71	\$153.91
Blue Cross California Care	\$492.71	\$1,101.13	\$1,458.99
Kaiser-Chiro	\$91.13	\$297.97	\$514.09
Kaiser-Chiro/Optical	\$107.35	\$330.41	\$559.17
Dental	-	\$81.76	\$163.64
Optical	-	\$16.86	\$24.36

4.1 HOLIDAYS

Regular, full-time employees of the District are eligible for the following days off with pay:

- New Year's Day
- Martin Luther King, Jr. Day (the third Monday in January)
- President's Day Observance (the third Monday in February)
- Memorial Day Observance (the last Monday in May)
- Independence Day
- Labor Day Observance (the first Monday in September)
- Veterans Day Observance (November 11)
- Thanksgiving Day
- Day after Thanksgiving Day
- Christmas Day
- Day after Christmas*

* On an annual basis, the District schedules a holiday in association with Christmas and/or New Year's Eve.

Generally, if a holiday falls on a Sunday, the following Monday shall be deemed the holiday in lieu of the day observed. If the holiday falls on a Saturday, the previous Friday will be observed.

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Subject to the needs of the District, if a holiday falls on an employee's normal day off, the employee may be relieved from work, the previous or following workday, or the District may elect to pay the employee for the day off.

An employee who calls in sick on either the workday prior to the holiday or the workday following the holiday shall not receive pay for the holiday. A pattern of calling in sick prior to or following a holiday may be grounds for discipline.

Regular part-time employees shall be entitled to holiday pay on a pro-rata basis in proportion to the hours worked.

Overtime for Work on Holidays - Employees required to work on holidays will receive the overtime rate of time and one-half for the hours worked.