



Joining MWD has its BENEFITS

Once hired, Metropolitan’s employees enjoy merit-based salary progression. Salaries are highly competitive and benefits are extensive for regular employees.

Health and Wellness

Medical Insurance: Choose from twelve medical plans provided through CalPERS choose from nine HMO and three PPO plans for you and your qualified family members. MWD’s contribution will be 100% of the premium for all the HMO and for two of the PPO medical plans. Employees electing PERSCare PPO Plan will pay the premium difference above the employer contribution if applicable. A \$125 taxable monthly waive credit is paid to those employees that opt-out due to other insurance coverage and provide proof of other coverage.

Retiree Medical Insurance: Retiree medical is provided by CalPERS to retirees after 10 years of CalPERS service with 5 of the 10 years at MWD, based on current contract and in accordance with CalPERS vesting schedule.

Dental Insurance: PPO dental coverage is provided through Delta Dental at no cost to full-time employees and their qualified family members. Our dental plan offers traditional coverage including three teeth cleanings annually and an annual maximum of \$2,500 per person. Coverage is effective the first day of the seventh month following your date of hire. The premium is pro-rated for part-time employees and their qualified dependents based on standard weekly hours.

Vision Insurance: Vision coverage is provided at no cost to full-time employees through VSP. Our plan provides annually for exams and lenses. You have the option to purchase family coverage at a monthly flat rate of \$13.89. Vision coverage is effective the first day of the month following your date of hire. The premium is pro-rated for part-time employees based on the employee’s standard weekly hours.

Wellness: Access to a fully equipped Wellness Center located at Union Station and subsidized for 24 Hour Fitness membership for employees located at other sites.

Time Off

Holidays: 14 paid holidays per year, effective upon date of hire.

Personal Leave: 24 hours of personal leave per year after six months (1,044 hours) full-time employment.

Annual Leave: After six months (1,044 hours) full-time employment, 10 to 25 days per year of vacation accrued.

Sick Leave: Up to 12 sick days per year, accrual starts at date of hire.

Disability Leave: Employees will accrue hours based on actual service hours after six months (1,044 hours) full-time employment.

Represented Regular Full-Time and Part-Time Candidates

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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 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 7.25% for New members and 7% for Classic members and is payroll deducted on a pre-tax basis. **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.

Exemption to Social Security: An exemption from social security taxes due to the CalPERS defined benefit plan. MWD employees do not contribute to Social Security.

Deferred Compensation: MWD provides 401(k) plan matching contribution of \$1 for \$1 up to 4.5% of earnings. You will be eligible after 6 months of full-time employment (*1,044 hours service hours*) for the 401(k) plan. The option to contribute to a pre-tax 457 plan with no match begins immediately on your date of hire. MWD employees have the option to take advantage of both plans and double their annual IRS maximum deferrals.

Life Insurance: MWD provides basic life insurance coverage at no cost for a full-time employee. You may purchase additional life and accidental coverage for you and family members. Premium is pro-rated for part-time employees.

Long Term Disability: To help protect your income during times when you can't work, MWD pays for a basic policy with a 180-day waiting period at 60% of basic monthly earnings to a maximum benefit of \$1,000 per month. You may purchase an enhanced option with a 90-day waiting period with an increased benefit of up to 60% of basic monthly earnings to a maximum of \$6,000 per month. Premium is pro-rated for part-time employees based on average weekly hours.

Development

Tuition Reimbursement: Metropolitan supports the pursuit of higher education by its employees. To assist in this effort, the company provides tuition reimbursement to eligible employees who enroll in core business, job-related courses or programs. The program provides 100% of tuition and book costs up to \$9,000 a year or to a maximum of \$11,000 for those employees enrolled pursuing a post-graduate degree and who are also MAPA, SUPS, or ACE members. You are eligible to participate after six months of full-time or part-time service.

Professional Development and Productivity Enhancement: To keep your professional knowledge cutting edge, eligible employees are reimbursed up to \$800 per calendar year on supervisor-approved purchases made for memberships, journals, seminars, workshops, subscriptions and technology enhancement equipment such as laptops, PDAs, etc. Employees are eligible if they are MAPA, SUPS, or ACE members in pay grade 43 or higher.

Additional Benefits

- ❖ Rideshare - MWD provides the option for up to \$187 reimbursement per month.
- ❖ A variety of flexible work schedules.
- ❖ Pre-tax Health and Dependent Care Flexible Spending Accounts offered.
- ❖ Employee Assistance Program.
- ❖ Access to an employer provided credit union.

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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