



Joining MWD has its BENEFITS

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

Health and Wellness

Medical Insurance: After acquiring a 1,000 hours of service within the same fiscal year (July to June) or if you average 30 hours or more per week, choose from twelve medical plans provided through CalPERS. Select coverage for you and your qualified family members from nine HMO and three PPO plans. MWD's contribution will be 100% of the premium for the HMO plans 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 waiver credit is paid to those employees that opt-out due to other medical coverage and provide proof.

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

Dental Insurance: PPO dental coverage is offered through Delta Dental to 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 offered to Recurrents, January 1 of the following year after a recurrent acquires a 1,000 hours in a fiscal year. The premium is pro-rated based on average weekly hours for employees and their qualified dependents (a minimum average of 20 hours per week is required annually to qualify and continue).

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: Effective upon date of hire, compensation is based on if holiday falls on a regularly scheduled day.

Personal Leave: 24 hours of personal leave per year after 1,044 hours of service.

Annual Leave: After 1,044 hours of service, accrual rate is based on hours of service.

Sick Leave: Accrual starts at date of hire, accrual rate is based on hours of service.

Disability Leave: After 1,044 hours of service, accrual rate is based on hours of service.

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Financial Well Being

Retirement (PERS): Employees who work on an intermittent basis will be eligible after a 1,000 hours of service within the same fiscal year or on date of hire if the employee is a current CalPERS member. 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 6% 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. Employees who work on an intermittent basis will be eligible after 1,000 hours of service within the same fiscal year or on date of hire if the employee is a current CalPERS member.

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

Deferred Compensation: MWD provides 401(k) plan with a matching contribution of \$1 for \$1 up to 4.5% of earnings. You will be eligible the 401(k) plan after completing 1,044 hours of service and if you have been employed for 5 or more months in a calendar year. The 457 plan is mandatory from date of hire. For PERS eligible recurrences, 1.5% of your gross salary will be deferred on a pre-tax basis to the 457 plan. The 457 plan is portable. For non-eligible PERS eligible recurrences, 7.5% of your gross salary will be deferred on a pre-tax basis to the 457 plan as a social security alternative. Again, this plan is portable. MWD employees have the option to take advantage of both plans and double their annual IRS maximum deferrals.

Life Insurance: MWD offers basic life insurance coverage of \$77,000 for AFSCME Union Members and \$100,000 for ACE, MAPA, and SUPs. Coverage is offered to recurrences, January 1 of the following year after a recurrent acquires a 1,000 hours in a fiscal year. The employee premium of \$6.16 (AFSCME) \$8.00 (ACE, MAPA, and SUPs) is pro-rated for employees based on your average weekly hours worked in the previous fiscal year. A minimum average of 20 hours a week is required annually to qualify and continue. You may purchase additional supplemental life and accidental coverage for you and family members.

Long Term Disability: To help protect your income during times when you can't work, MWD offers 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. Coverage is offered to recurrences January 1 of the following year after a recurrent acquires a 1,000 hours in a fiscal year. Premiums are pro-rated based on average weekly hours in the prior fiscal year.

Development

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.

Represented Recurrent Candidates

Rev. 12/27/2018