

Elk Grove Water District Employee Benefits

- Work week:** The District works under a Nine-Eighty (9/80) work schedule. All employees have every other Friday off.
- Pay frequency:** All Employees are paid on a Bi-weekly schedule.
- Holidays:** There are 12 holidays (calendar months), which includes one floating day per fiscal year (July – June).
- Personal Time Off:** Each Regular Full-Time Employee accrues 12 days per year with a maximum accumulation of 320 hours.
- Vacation:** Each Regular Full-Time Employee accrues 5 days the 1st year, 10 days beginning the 2nd year, 15 days beginning the 5th year, 20 days beginning the 10th year, 25 days beginning the 15th year and a day per year beginning the 20th year. Maximum accumulation of 320 hours.
- Administrative Leave:** Exempt Employees accrue 80 hours per year, to be used within the fiscal year.
- Longevity Pay** All Employees will receive 1/2% percent of their salary, per year after year 6 up to the 15th year where it will cap at 5%. The employee will continue to receive Longevity pay annually, every year following the 15th year at the capped amount. The Longevity pay is in addition to the employees' annual salary and reported to CalPERS.
- Cash-Out Option:** All Employees have the option to cash out Personal Time or Vacation.
- Medical Insurance:** Medical plans (Anthem Blue Cross HMO, Anthem Blue Cross PPO, Value HMO, Consumer Driven Health Plan (CPHP) Blue Cross, Kaiser and CPHP Kaiser) for Employees and eligible dependents. Effective July, 2011, EGWD established a monthly maximum to be paid for by the District and to be increased each FY by 2%.
- Dental Insurance:** The District pays the premium cost for Delta Dental of California for Employees and eligible dependents.
- Vision Care:** The District pays the premium cost for Vision Service Plan for Employees and eligible dependents.
- Employee Assistance Plan:** The District pays the premium cost for Employees and eligible dependents.
- Life Insurance:** District pays premium cost for Employee and eligible dependents; 2 times the annual salary not to exceed \$150,000 for Employee, \$1,500 for spouse, \$1,000 for eligible dependents 6 months and older and \$100 for eligible dependents under the age of 6 months
- Retirement:** The District participates in the Public Employees Retirement System on the 2% at age 55 for current members and 2% at 62 for any new members after January 2013. The District does not participate in Social Security.
- Deferred Compensation Plan:** District participates in the California Public Employees Retirement System 457 Deferred Compensation Plan. This plan is available allowing pre-tax sheltering of current income for payment later as a retirement supplement.