

***Alameda County Water District  
Benefit Summary - Management/Confidential/Professional (M/C/P)***

<b><i>Benefit</i></b>	<b><i>Description</i></b>
<b><i>GROUP HEALTH BENEFITS</i></b>	
<b>Health Insurance</b>	Coverage is provided through the California Public Employees' Retirement System (CalPERS). Healthcare coverage is provided via a full Flex Cafeteria Plan for all eligible employees. Under the Cafeteria Plan, employees will receive a flex dollar allowance to purchase health care coverage and qualifying voluntary products.
<b>Dual Health Benefit</b>	An employee and his/her dependents who are eligible for coverage under the District's medical plan and who are covered by another medical plan, may elect to waive District coverage. Employees who waive District coverage will receive a reduced flex dollar allowance.
<b>Dental Insurance</b>	Coverage is provided through the Delta Dental Plan and the premium for employees and eligible dependents is fully paid by the District.
<b>Vision Insurance</b>	Coverage is provided through Vision Service Plan and the premium for employees and eligible dependents is fully paid by the District.
<b><i>OTHER BENEFITS</i></b>	
<b>Flexible Spending Account (FSA)</b>	Employees have the opportunity to set aside money on a pre-tax basis for eligible out-of-pocket health care and dependent care expenses.
<b>Life Insurance/Accidental Death and Dismemberment (AD&amp;D)</b>	The District provides Basic Life Insurance of one and one half (1.5) times your annual salary to a maximum of \$250,000. The District provides AD&D Insurance of one (1) time your annual salary to a maximum of \$250,000. There is no cost to you for this insurance.
<b>Long Term Disability</b>	The District provides you with Long Term Disability income insurance of 66.67% of monthly earnings with a maximum monthly benefit of \$15,000. This insurance is provided at no cost to you.
<b>Short Term Disability</b>	The District provides you with Short Term Disability coverage of 66.67% of weekly earnings for up to 12 weeks with a maximum weekly benefit of \$2,350. This coverage is provided at no cost to you.
<b>Employee Assistance Program (EAP)</b>	The EAP provides confidential counseling, education, and resources on a wide variety of work and life issues at no cost to the employee within program guidelines
<b>Management Allowance</b>	M/C/P employees shall be eligible for a management allowance of up to \$1000 per fiscal year, which may be used for certain pre-approved expenses. (See M/C/P Compensation Schedule/Handbook for guidelines).  Employees hired or promoted to M/C/P positions on or before December 31 are eligible for the full management allowance for that current fiscal year. Employees hired after December 31 will not be eligible until the following fiscal year.
<b>Tuition Reimbursement</b>	The District will reimburse up to 100% of the total tuition costs incurred in taking courses related to District employment outside of normal working hours, up to a maximum of \$5,250 per calendar year.

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Revised: 10/2025*

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<b>RETIREMENT</b>	
<b>Retirement</b>	<p>California Public Employees Retirement System (CalPERS). The applicable CalPERS retirement benefit depends on whether the employee is a “new” member or “classic” member under state law.</p> <p><b>Classic member:</b> Employee who is a member of PERS or reciprocal agency within six months of hire at ACWD. 2.5% 55 with 8% employee contribution. \$5000 Retired Death Benefit, 3% Annual Cost-of-Living Allowance Increase, Post-Retirement Survivor Allowance to Continue After Remarriage, Pre-Retirement Death Benefits to Continue After Remarriage of Survivor, Additional Opportunity to Elect 1959 Survivor Benefits, 1959 Survivor Benefit Level 4, Unused Sick Leave Credit, Public Service Credit for Peace Corps, AmeriCorps VISTA, or AmeriCorps Service, Military Service Credit as Public Service, Final Compensation 1 Year, Post-Retirement Survivor Allowance, Prior Service. The district picks up 2.5% of the CalPERS retirement contribution.</p> <p><b>New member:</b> Employees hired after 12/31/12 were not members of PERS or a reciprocal agency within the last six months of hire at ACWD. 2% @ 62 with 7.75% employee contribution. \$5000 Retired Death Benefit, 1959 Survivor Benefit Level 4, 3% Annual Cost-of-Living Allowance Increase, Additional Opportunity to Elect 1959 Survivor Benefits, Final Compensation 3 Years, Military Service Credit as Public Service, Post-Retirement Survivor Allowance, Post-Retirement Survivor Allowance to Continue After Remarriage, Pre-Retirement Death Benefits to Continue After Remarriage of Survivor, Pre-Retirement Option 2W Death Benefit, Prior Service, Public Service Credit for Peace Corps, AmeriCorps VISTA, or AmeriCorps Service, Unused Sick Leave Credit.</p>
<b>Social Security/Medicare</b>	The District does not participate in Social Security but provides 1.45% matching Medicare contribution.
<b>Retiree Health Benefits</b>	<p>Coverage is provided through the CalPERS Health program. The District’s contribution for retiree coverage shall be the PEMHCA minimum contribution as determined by CalPERS on an annual basis. Please refer to the M/C/P Compensation Schedule/Handbook for various eligibility and plan details.</p> <p>Employees hired on or after January 1, 2019, will receive a defined-contribution benefit into a retiree health savings account.</p>
<b>Deferred Compensation 457 Plan and 401(a)</b>	<p>The District has two (2) Deferred Compensation Plans in which employees may participate: a. 457 Plan - Allows employees to specify a dollar amount to contribute toward retirement, up to an annual maximum. Employees may begin or stop making contributions to this plan at any time. b. 401(a) Plan - Provides a one (1) time, irrevocable opportunity for employees to contribute a percentage (1% - 20%) of their salary toward retirement, up to an annual maximum. Employees may also irrevocably elect upon enrollment to defer a percentage of vacation or management leave balances (1% - 20%) on an annual basis, and/or to defer a percentage (1% - 100%) of their final compensation. The 401(a) Plan</p>

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	<p>is also designed to accept the District's matching of employees' contributions.</p> <p>Beginning April 13, 2025, the District will match Classic Member contributions of up to \$2,250 per year in the 401(a) plan. Beginning April 13, 2025, the District will match PEPRA members contributions of up to \$6,250 per year in the 401(a) plan, on behalf of the employee. Effective with the calendar year 2030, District matching contributions will be \$1,000 for Classic Members and \$5,000 for PEPRA Members. The employee must make contributions to the 457 plan to receive the District's matching contribution.</p>
<b><i>LEAVES</i></b>	
<b>Vacation</b>	10 days first year, increasing to 25 days after 20 years. Maximum Accrual: 400 hours per year.
<b>Sick Leave</b>	96 hours per year. Employees not exempt under FSLA will be allowed up to 30 hours per fiscal year of Medical Appointment Leave. Up to 48 hours of sick leave per calendar year may also be used to care for an eligible sick family member. Maximum Accrual: None
<b>Bereavement Leave</b>	<p>The District provides up to 24 hours for bereavement of a member of the employee's immediate family, an additional 8 hours is provided in the event the funeral is more than 400 miles away. 8 hours is provided for bereavement of certain other family relatives, and 4 hours provided for bereavement of a close friend.</p> <p>Bereavement Leave as amended by AB 1949 (2022), effective January 1, 2023, Employees shall have up to five (5) days of bereavement leave, to be used within three (3) months of the date of death. Please refer to the M/C/P Compensation Handbook for additional details.</p>
<b>Industrial Accident Leave</b>	Full pay, supplemented with workers compensation benefits, up to 6 months for an employee who is unable to perform regular work duties as a result of work-related injury or illness as certified by the workers compensation carrier.
<b>Other Leaves</b>	<p><u>Management Leave</u> (<i>no carryover, may exchange for cash payment each year</i>)  *80 hours per calendar year for Confidential and Professional staff *96 hours per calendar year for Supervisors, Managers and Board-Appointed staff.</p> <p>*Beginning in June 2025, MCP employees will be eligible for an additional eight hours of management leave in recognition of the Juneteenth holiday. In future years, the Juneteenth holiday may be added to the list of paid holidays or continue as additional hours of management leave credited for the Juneteenth holiday and will be applied consistently across the District.</p>
<b>Holidays</b>	11 days per year.

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