

Union Sanitary District Summary of Benefits

Classified Employees – 2016

HEALTH BENEFITS

USD offers medical, dental, vision, and life insurance plans for part-time (20 or more hours/week) and full-time employees and eligible dependents including registered domestic partners. Coverage is effective the first day of the month following date of employment. Included here are contribution rates for full-time employees. Part-time employees' contribution rates are prorated based on number of hours worked.

MEDICAL INSURANCE

PERS Bay Area Rates

Plan	Coverage Level	Employee Monthly Contribution	Employer Monthly Contribution
Anthem Select HMO	Employee Only	\$20.00	\$701.79
	Employee + 1	\$30.00	\$1,413.58
	Family	\$40.00	\$1,836.65
Anthem Traditional HMO	Employee Only	\$20.00	\$835.42
	Employee + 1	\$30.00	\$1,680.84
	Family	\$40.00	\$2,184.09
Blue Shield Access + HMO	Employee Only	\$107.34	\$908.84
	Employee + 1	\$257.61	\$1,774.75
	Family	\$421.34	\$2,220.73
Blue Shield Net Value HMO <i>(Available in San Mateo, Santa Cruz, Santa Clara, San Joaquin Counties and parts of Contra Costa County)</i>	Employee Only	\$125.02	\$908.84
	Employee + 1	\$292.97	\$1,774.75
	Family	\$467.31	\$2,220.73
Kaiser HMO	Employee Only	\$20.00	\$726.47
	Employee + 1	\$30.00	\$1,462.94
	Family	\$40.00	\$1,900.82
United Health Care HMO	Employee Only	\$46.60	\$908.84
	Employee + 1	\$136.13	\$1,774.75
	Family	\$263.41	\$2,220.73
PERS Select PPO <i>(Not available in Alameda, Solano and Marin Counties.)</i>	Employee Only	\$20.00	\$710.07
	Employee + 1	\$30.00	\$1,430.14
	Family	\$40.00	\$1,858.18
PERS Choice PPO	Employee Only	\$20.00	\$778.36
	Employee + 1	\$30.00	\$1,566.72
	Family	\$40.00	\$2,035.74
PERS Care PPO	Employee Only	\$20.00	\$869.27
	Employee + 1	\$30.00	\$1,748.54
	Family	\$91.37	\$2,220.73

MONTHLY STIPEND FOR MEDICAL INSURANCE OPT OUT

Available in lieu of medical insurance with proof of other coverage

Coverage Level	Monthly Reimbursement
Employee Only	\$150
Employee + 1	\$300
Family	\$400

DENTAL INSURANCE

Delta Premier & PPO

Coverage Level	Employee Monthly Contribution	Employer Monthly Contribution
Employee Only	\$0	\$54.60
Employee + 1	\$0	\$143.85
Family	\$0	\$143.85

VISION INSURANCE

VSP

Coverage Level	Employee Monthly Contribution	Employer Monthly Contribution
Employee Only	\$0	\$23.04
Employee + 1	\$0	\$23.04
Family	\$0	\$23.04

LIFE INSURANCE

Basic Employee and Dependent Life Insurance is 100% paid by the District

Plan	Coverage Level	Life Insurance Amount
Basic Employee Life + AD&D	Employee	\$25,000
Basic Dependent Life	Spouse/Registered Domestic Partner and each child	\$5,000
Voluntary Employee Life		Employee may purchase up to 5x annual base pay to maximum of \$500,000
Voluntary Spouse/Registered Domestic Partner Life		Employee may purchase up to 50% of employee Voluntary Life amount up to \$150,000

LONG TERM DISABILITY INSURANCE

Long Term Disability Insurance is 100% paid by the District

Eligibility	Benefit	Length of Benefit
Following 90 consecutive days of disability and with approval of LTD insurance carrier	2/3 pay up to maximum \$4,662 per month (2/3 of \$7,000)	To age 65 with approval of insurance carrier

FLEXIBLE SPENDING ACCOUNTS (FSA)

Employees may reserve, through pre-tax deductions, up to \$2,550 annually in a Health Care FSA for reimbursement of IRS-approved health care expenses and/or up to \$5,000 annually in a Dependent Care FSA for IRS-approved child or elder care expenses.

OTHER BENEFITS

ALTERNATE WORK WEEK SCHEDULES

The District offers alternate schedules to the standard eight-hour, five-day work week for most positions. Some examples are: **9/80** schedule with one day off in two-week pay period; **4/10** schedule with one day off each week (seasonally for Collection Services field personnel); **12-hour rotating** schedule for Plant Operators only. Alternate work week schedule availability varies by Work Group and requires management approval.

PAID LEAVES

Type	How Much	Additional Info
Sick	96 hours (64 hours for sick leave; 32 hours allotted to Catastrophic Leave Bank)	Allocated every July. Pro-rated first year.
Worker's Compensation Salary Continuation	Up to six months	Coordinated with Workers' Comp payments to employee's full pay.
Short Term Disability	Up to 90 days	2/3 pay up to maximum weekly SDI benefit. Coordinated with sick and discretionary leave to employee's full pay.
Funeral	24 (3 8-hour days) hours paid	
Jury Duty/Subpoenaed Witness	As needed and required	Paid (must decline jury stipend)

HOLIDAYS

Employees	Benefit	Scheduled Holidays
All Classified, except Rotating Schedule Plant Operators	11 scheduled holidays and 16 hours of Holiday of Employee's Choice (HEC)	New Year's Day, Martin Luther King, Jr. Birthday, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving and the day after, Christmas Eve and Christmas Day, New Year's Eve
Rotating Schedule Plant Operators	7 scheduled holidays and 48 hours of HEC	Independence Day, Labor Day, Thanksgiving, Day after Thanksgiving, Christmas Day, New Year's Day, Memorial Day

VACATION

Years of Service	Accrual Rate
1-3	80 hours/year
3.1-10	120 hours/year
10 +	8 additional hours each year up to 200 hours/year

RETIREMENT

Benefit	Employee 2016 Contribution Rate	Employer 2016 Contribution Rate	Benefit Formula
CalPERS Pension			
Classic Members	8% EE pays 2% District pays 6%	<u>Jan-Jun = 18.558%</u> Jan - Feb EE pays 4.5% District Pays 14.058% Mar - Jun EE pays 6.0% District pays 12.558% <u>Jul-Dec = 20.362%</u> EE pays 6.0% District pays 14.362%	2.5% @ 55
New Members*	6.25% EE pays all	<u>Jan - Jun = 18.558%</u> <u>Jul - Dec = 20.362%</u> District pays all	2% @ 62
<small>* Employees hired after 12/31/12 who were not members of PERS or a reciprocal agency within six months of hire at USD or are not former USD employees</small>			

Union Sanitary participates in Medicare but not Social Security.

RETIREE MEDICAL REIMBURSEMENT

*Retirees may purchase medical insurance through CalPERS or another provider;
USD reimburses cost of monthly premiums up to the following:*

Years of USD Service	Reimbursement*
	Jan – Dec 2016
10	\$375
15	\$475
20+	\$575

*Includes MEC (Minimum Employer Contribution) required by PERS; MEC is paid directly to CalPERS and retirees are reimbursed for the remainder on a quarterly basis.

Employees retiring with five or more years PERS service credit who purchase medical insurance through CalPERS receive the MEC. For 2016 the MEC is \$125.00.