

Castro Valley Sanitary District
Employee Benefits
MOU Effective March 1, 2011 thru February 28, 2013

Holidays	12 days	per year
Annual Leave	94 hours 136 hours 154 hours 172 hours	0-3 years 4-10 years 11 - 14 years 15 year +
Sick Leave	96 hours	per year
Health Plan	PERS Health	During first MOU year, fully paid* for Employee and Dependents; during second MOU year employees shall pay 50% of any premium increase from 2011 rates to 2012 rates. *not to exceed Kaiser Family Rate
	In Lieu Coverage for those declining District Coverage, must provide evidence of coverage	One half of Kaiser Single Rate monthly premium, to employee's deferred comp account
Dental Plan	Delta Dental Plan	Fully paid for Employee and Dependents (currently \$136.06/mo.
Uniforms	Unifirst (for WW Workers) Reimbursement for Admin. & S/W	Furnished by CVSan \$50 PER YEAR ALLOWANCE
Safety Boots/Shoes	Self Funded	\$300 Per Two MOU years; \$150 if eligibility occurs during second MOU year
Life Insurance	Standard Life Insurance	\$18 per mo./50,000 Life & ADD Fully Paid
Retirement	CalPERS Retirement Sys	8% of employee salary
Tier 1	2.7% @ 55 Formula for employees hired on or before 6/12/11	8% of employee salary fully paid to 2/29/12. 3/1/12 thru 2/28/13, employees will contribute 1% of salary
Tier 2	2% @ 55 Formula for employees hired after 6/12/11	7% of employee salary fully paid to 2/29/12. 3/1/12 thru 2/28/13, employees will contribute 3.5% of salary
	Single Highest Year - basis Conversion of EPMC to salary during final compensation year	
Visual Aids Reimb.	Self Funded	\$700 per two MOU years, \$350 if eligibility occurs during second MOU year
Survivor Benefits	CalPERS Third Level Benefits	\$3.50 per mo. paid by CVSD
Tuition Reimbursement	Self Funded	See General Manager \$9K Pool available
Deferred Comp 457 Plan	CalPERS/Citi Street	\$800 per year match during 0-2 years, after probation \$1,600 per year match during 3-4 years \$2,400 per year match during 4 + years
Short Term Disability	State Elective Coverage (SDI)	Fully Paid
Long Term Disability	UNUM Life Insurance 1 year elimination period	Fully Paid
Other Post Employment Benefits		
Hired prior to 3/1/08	CalPERS Health Plan (PEMCHA)	Fully Paid Employee & Spouse or Reg. Dom. Partner (lifetime)
Hired after 3/1/08	CalPERS Health Plan Kaiser	20 years Kaiser only Fully Paid Employee & Spouse or Reg. Dom. Partner (lifetime)
	CalPERS Health Plan Kaiser	11-19 years Kaiser only - 50% + 5% each year after 10 - Paid Employee & Spouse or Reg. Dom. Partner (lifetime)
	CalPERS Health Plan Kaiser	10 years Kaiser only 50% Paid Employee & Spouse or Reg. Dom. Partner (lifetime)
Hired after 3/1/11	CalPERS Health Plan Kaiser	Employee coverage only (excluding spouse or eligible Domestic Partner).