



WVWD Employee Benefits Overview

Work Schedule

9/80 schedule

Every team member has every other Friday off.

Work From Home

Eligible positions are able to select a hybrid work-from-home schedule.

Paid Holidays

11 holidays per year, plus three floating holidays. This list includes federal holidays and most state holidays.

Vacation Time

- 0-5 Years - 80 hours/yr.
- 6-14 years - 120 hours/yr.
- 15+ years 160 hours/yr.

Unused vacation time rolls over, it is never lost.

Sick Leave

12 sick days per year. This time also rolls over if it is not used.

Pension

The District participates in the Federal Social Security System and is a member of the California Public Retirement System (PERS). The employee is responsible for 2/3 of the Social Security cost.

Health Benefits

The District offers the full payment of the combined least-cost medical, dental, and vision family plans, excluding the high-deductible medical plan.

Disability Benefits

Short Term Disability (STD) and Long-Term Disability (LTD) premiums are paid by the District. Employees receive 2/3 base pay for qualifying non-work-related injuries.

Life Insurance

District-paid life insurance benefit of two times annual earnings subject to a maximum of \$350,000. A supplemental voluntary plan is available through Reliance.

Deferred Compensation Program

A voluntary deferred compensation program is available to employees in the form of a 457 plan through CalPERS and/or Mission Square.



Certification Pay

Employees who obtain a water distribution operator certificate higher than his/her job requirement are eligible to receive the following annually:

| Grade | Pay |
|-------|------------|
| D1 | \$600.00 |
| D2 | \$600.00 |
| D3 | \$750.00 |
| D4 | \$1,250.00 |
| D5 | \$1,250.00 |

| Grade | Pay |
|-------|----------|
| T1 | \$600.00 |
| T2 | \$750.00 |

| Certification | Pay |
|--|----------|
| CA-NV American Water Works Certification (AWWA) Backflow Prevention Assembly Tester (BPAT) Certification | \$750.00 |
| CA-NV American Water Works Certification (AWWA) Cross-Connection Control Specialist (CCCS) Certification | \$750.00 |
| Los Angeles County Certified Backflow Prevention Device Tester | \$750.00 |

| Certification | Pay |
|--|----------|
| CA-NV American Water Works Certification (AWWA) Water Quality Laboratory Analyst (WQLA) Certification- Grade 1 | \$750.00 |
| CA-NV American Water Works Certification (AWWA) Water Quality Laboratory Analyst (WQLA) Certification- Grade 2 | \$750.00 |

Tuition Reimbursement

Annual tuition reimbursement at a maximum amount of \$8,500 to pursue academic degrees, certification programs, or job-related coursework.