



## **WVWD Employee Benefits Overview**

### **COLA & Social Security Pay**

16% increase in base pay from January 1, 2024 - January 1, 2027

### **DOT Incentive Pay**

Class A or Class B drivers receive 5% differential PERSable pay until July 1, 2027

### **Work Schedule**

9/80 schedule

### **Work From Home**

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

### **Paid Holidays**

14 paid holidays per year.

### **Vacation Time**

- 0-5 Years - 80 hours/yr.
  - 6-14 years - 120 hours/yr.
  - 15+ years 160 hours/yr.
- not** use it or loose it

### **Sick Leave**

12 sick days per year, **not** use it or loose it

### **Administrative Leave**

Mid-Management employees not eligible for OT (exempt) receive 48 hours annually.  
Executive staff employees receive 64 hours annually.

### **Pension**

The District participates in the Federal Social Security System and is a member of the California Public Retirement System (PERS). The District covers a portion of the Social Security cost until January 2027 when it is fully covered (excluding Medicare) by the District.

### **FICA Benefit**

The District covers the social security cost (excluding Medicare) for Mid-Management and Executive staff employees. Effective January 1, 2027, all full-time employees to receive same benefit.

### **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 Equitable.

### **Deferred Compensation Program**

A voluntary deferred compensation 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**:

Distribution Certification Pay from \$600 - \$2,500

Treatment Certification Pay from \$600 - \$1,350

Backflow/Cross Connection Pay from \$750 - \$2,250

Water Quality Certification Pay from \$750 - \$1,500

### **Tuition Reimbursement**

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