



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

4/10 work schedule

Paid Holidays

13 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.