

# Georgetown Divide Public Utility District

Summary of Benefits (Effective January 1, 2025) for:

**Represented Management and Confidential Employees AFSCME, LOCAL 1**

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## Retirement

- **California Public Employees' Retirement System (CalPERS):** Retirement formula is 2%@ 62 (PEPRA Plan). The employee pays the member contribution.

## Deferred Compensation

- **457 Plan:** Employees may purchase an additional deferred compensation plan through MissionSquare Retirement via payroll deduction. District matches the first \$20 per month that an employee contributes to the plan.

## Social Security

- Employees participate in the Social Security and Medicare programs.

## Health Insurance

Employees are provided health insurance through the Association of California Water Agencies. Coverage options include four plans provided by Blue Cross and Kaiser. The District's current monthly premium contributions are as follows:

Coverage Tier	District Contribution
Employee Only	\$909.12
Employee + One	\$1,690.96
Employee + Family	\$2,240.53

## Dental & Vision Insurance

- **Dental Insurance:** Provided through Premier Access.
- **Vision Insurance:** Provided through EyeManage.
- Dependent coverage may be purchased by the employee.

## Life Insurance

- The District provides a life insurance policy equal to the employee's annual salary at no cost.
- Additional life insurance may be purchased by the employee.

## AFLAC Insurance

- Employees may purchase additional AFLAC insurance products via payroll deduction.

### **Paid Sick Leave**

- Employees accrue 12 days of sick leave per year.
- Sick leave accrual is unlimited and may be applied towards additional retirement service credit.

### **Holidays**

- The District observes **12 paid holidays** per year and **2 floating holidays**.
- Holidays include:
  - New Year's Day
  - Martin Luther King, Jr. Day (Third Monday in January)
  - Presidents' Day (Third Monday in February)
  - Memorial Day (Last Monday in May)
  - Independence Day
  - Labor Day (First Monday in September)
  - Veterans Day (November 11)
  - Thanksgiving Day
  - Day After Thanksgiving
  - Christmas Day
  - Day Before or After Christmas
  - Day Before or After New Year's
  - (2) Floating Holidays

If a holiday falls on a Sunday, the following Monday is observed. If a holiday falls on a Saturday, the previous Friday is observed. Employees working on holidays receive overtime pay at 1.5x their regular rate.

### **Vacation**

- Employees accrue vacation as follows:
  - **12 days** per year (starting)
  - Up to **25 days** per year (based on years of service)

### **Longevity Pay**

- Employees with **10 years of service** receive a **2.5% salary increase**.
- Employees with **15 years of service** receive an additional **2.5% salary increase**.

### Retiree Health Insurance Benefits

Employees retiring with **20 years of service** are provided \$435 per month for health insurance. This amount may cover the employee or the employee and their spouse.

### Potential Monthly Employee Costs for Medical, Dental, and Optical (as of January 1, 2025)

Coverage Type	Employee Only	Employee + 1	Employee + 2 or More
<b>Medical</b>			
Blue Cross Classic Plan	\$123.98	\$375.24	\$497.19
Blue Cross Advantage	-	\$127.28	\$168.64
Blue Cross California Care	\$475.07	\$1,077.42	\$1,427.57
Kaiser-Chiro	\$58.15	\$243.58	\$448.48
Kaiser-Chiro/Optical	\$75.25	\$277.78	\$496.02
<b>Dental</b>	-	\$85.68	\$171.47
<b>Optical</b>	-	\$16.86	\$24.36

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This document provides a clear and concise overview of benefits for Georgetown Divide Public Utility District employees. Please review the updated formatting and tables for accuracy and presentation.