

The Santa Clara Valley Water District, now known as Valley Water, offers its employees a comprehensive benefits program that provides choices and flexibility. The district offers medical, dental and vision benefits for employees and their eligible dependents including registered domestic partners.

Workweek

Eighty (80) hours in a 2-week pay period: Some 5 consecutive 8-hour days for 2 weeks; some 4 consecutive 9-hour days and 1 day off 1 week, and 4 consecutive 9-hour days and 1 8-hour day the other week.

Vacation

Classified employees accrue 10 days first year, 12 days second year, 16 days fifth year, 18 days 10th year, 21 days 15th year, and 22 days 20th year.

Sick Leave

Accrue 12 days per year with unlimited accumulation. Upon retirement, up to 480 hours of accrued sick leave shall be paid to the employee at the rate of 50% of the equivalent cash value, or the accrued balance may be converted into additional CalPERS service credit. Upon resignation with ten or more year service, up to 480 hours of accrued sick leave shall be paid off at the rate of 25% of the cash value.

Personal Leave

An additional 24 hours of personal leave is provided each fiscal year (pro-rated if hired after the fiscal year starts).

Management Leave

Employees represented by the Professional Managers Association receive 32 hours of prorated management leave each fiscal year.

Holidays

Fourteen designated holidays.

Health Insurance

Valley Water offers three medical plans: Blue Shield PPO, Blue Shield HMO and Kaiser HMO. The district pays the total premium cost for all employees and eligible dependents.

Vision Care

Vision Service Plan (VSP) is the vision coverage for individuals who chose either of the Blue Shield Plans. Valley Water pays the total premium cost for all employees and eligible dependents for VSP. The vision coverage for Kaiser members is part of the Kaiser medical plan.

Dental Care

Delta Dental is the dental care plan offered by Valley Water. The district pays the total premium cost for all employees and eligible dependents.

Employee Assistance Program

Concern is the employee assistance program offered by Valley Water. The district pays the total premium cost for all employees and eligible dependents.

Life Insurance/Disability Insurance

Basic life insurance for all full time and part time employees (employee must work 20 hours or more per week) is provided by Valley Water. Short and long-term disability income protection insurance for all employees provided by the district. Additional basic life, short and long term disability income protection and accidental death and dismemberment insurance available at group rates paid by the employee.

California Public Employees Retirement System (CalPERS)

Valley Water participates in the Public Employees Retirement System (CalPERS).

CalPERS Retirement for new members hired on or after 1/1/2013 (Tier 3)

2.0% at 62 with final compensation of highest 36 consecutive months.

Employees are required to pay 50% of the total normal cost as determined by the annual CalPERS valuation and is subject to change each fiscal year. The current required employee contribution is 8% (6.75% for the member contribution and 3% towards the Valley Water's CalPERS cost. The additional amount over and above the required employee contribution will increase by 0.5% each *fiscal year* of the contract.) Contributions are pre-tax payroll deductions.

CalPERS Retirement for classic members hired on or after 3/19/2012 (Tier 2)

2.0% at 60 retirement plan with final compensation of highest 36 consecutive months. The current required employee contribution is 0%. Valley Water pays

the employee contribution (Employer Paid Member Contributions – EPMC) of 7%.

CalPERS Retirement for classic members originally hired by Valley Water prior to 3/19/2012 (Tier 1*)

2.5% at 55 retirement plan with final compensation of highest 12 consecutive months. The current required employee contribution is 7.25% (8% for the required member contribution and 3% towards the Valley Water's CalPERS cost. The additional amount over and above the required employee contribution will increase by 0.5% each *fiscal year* of the contract.) Contributions are pre-tax payroll deductions.

*Tier 1 CalPERS Retirement is for eligible re-hired Valley Water employees whose original hire date was prior to 3/19/2012 and who have not received a refund of their contributions, or have elected to redeposit any withdrawn contributions prior to 90 days after returning to Valley Water employment

Valley Water does not contribute to Social Security. Medicare contributions are mandatory

Deferred Compensation Plan

Optional Deferred Compensation Plan (per the Internal Revenue Code 457 and 401) is available allowing sheltering of current income for payment later to supplement your retirement. Annual district matching contributions determined by the employee's designated bargaining unit.

Retiree Medical Insurance

Medical coverage is provided for retired employees with 15 years of continuous service with Valley Water or a combination of prior public agency service (meaning the State of California or any political subdivision thereof, including any city, county, or special district) with a minimum of 5 consecutive years of Valley Water Service.

Medical coverage is provided for retired employees and one eligible dependent with 20 or more years of continuous service with Valley Water or a combination of prior public agency service with a minimum of 5 consecutive years of Valley Water Service.

Medical premium cost sharing is required with the same contribution percentage as active employees and based on the medical premium amount applicable to active employees or retirees, whichever is less. Effective April 1, 2024, retirees will pay 0% of the cost of the premium. Valley Water will pay 100% of the cost of the premium.

Physical Exam

An applicant may be required to pass a job related medical examination prior to appointment. These exams are administered by the district-selected physicians at no cost to the applicant.

Other Benefits offered by Valley Water

Health Care Reimbursement as provided by the Internal Revenue Code Section 125

Dependent Care Reimbursement as provided by the Internal Revenue Code Section 129

Legal Insurance offering comprehensive legal benefits

Pet Insurance

Financial Wellness Program

Professional Reimbursement for items related to the employee's area of responsibility

Tuition Assistance program allows individuals to further facilitate their career development

Commuter Check Program

Wellness Program offers employees opportunities to participate in wellness-related activities and events