



GOLETA SANITARY

Water Resource Recovery District

SUMMARY OF BENEFITS

The District offers a generous time off package and supports the concept of work/life balance. The employee benefit package for regular District employees includes, but is not limited to, the following benefits:

VACATION

Full-time, non-temporary employees accrue paid vacation from the first day of employment. All full-time employees will accumulate vacation time at the exact rates per pay period as specified in the table below, which is designed to approximately correspond to the following anticipated accrual schedule: 80 hours for the first year, increasing an additional approximate eight hours of accrual for each completed subsequent year, i.e. Year One=80 hours, Year Two=88 hours, Year Three=96 hours, Year Four=104 hours, Year Five=112, Year Six=120, and so on up to Year 16.

Employees may not carry over from year to year more vacation time than one year's accrual amount.

Vacation accruals over one year's accrual will be cashed out on the last pay period in November.

A probationary employee may use accrued Vacation benefits after completing at least 6 months of the one-year probationary period, with the approval of the General Manager.

Unused vacation hours will be payable upon termination of employment.

HOLIDAYS

There are 13 paid holidays: 9 observed and 4 floating holidays. If an employee is required to work on a holiday, he/she will be compensated for 8 hours of regular pay for the holiday, plus 1.5 times (per hour) for the hours worked on that day. New employees become eligible for Floating Holidays after 12 months of employment.

HEALTH INSURANCE

The District currently pays 100% of the premium dental, vision, and for medical (at the PERS-Platinum rate for 2025-2026, Region 2 rate) for the employee and his/her eligible dependents.

SICK LEAVE

Regular employees accrue 2 types of sick leave, base and supplemental. Base sick leave is 40 hours per calendar year and is prorated in the first year based on the start date. Supplemental sick leave is an accrual of 56 hours per year at the rate of 2.15 hours per pay period, for a total of 96 hours a year.

SICK LEAVE CASHOUT

District employees who have accrued more than 56 hours of supplemental sick leave may elect to cash out all or any portion of their accrued supplemental sick leave over 56 hours on the last pay period of November of each year. The maximum accrual of sick leave is 480 hours.

PERSONAL AND BEREAVEMENT LEAVE

Two days (16 hours) per year are allowed for Personal Leave, and 5 days (40 hours) per year are allowed for Bereavement Leave. Personal Leave and Bereavement Leave are applied against accumulated sick leave hours; therefore, to grant Personal or Bereavement Leave, the employee must have the sick leave hours accumulated in his/her account.

OVERTIME

Overtime is compensated at one and one-half times the hours worked over the 40-hour regularly scheduled workweek for non-exempt (hourly) employees. Exempt employees may be eligible for management leave time, depending on the nature of their position. Management Leave is awarded at the discretion of the General Manager.

COMP TIME OFF

Overtime compensation may be received in the form of wages or compensatory time off, on an hour and one-half off for an hour worked basis. Compensatory time off may be accrued up to a maximum of 40 hours. Compensatory time off over 40 hours is subject to mandatory cash out.

SHIFT DIFFERENTIAL PAY

Employees who work shifts between 5 p.m. and 6 a.m. or weekend hours may be eligible for shift differential pay.

STANDBY PAY

Employees may be required to participate in the District's Standby Program to assure effective and immediate response to reported problems in the District's facilities. Standby pay is compensated according to the following schedule, based upon continuous years of service per the chart below:

Participation Stipend

Service years one and two: 1 hour of straight pay per day of stand-by duty

Service years three and four: 1 1/2 hours of straight pay per day of stand-by duty

Service years five and six: 2 hours of straight pay per day of stand-by duty

Service years seven and above: 2 1/2 hours of straight pay per day of standby duty

EMERGENCY CALL-IN PAY

Employees who respond to a reported emergency during periods other than their normally assigned work schedule shall be paid a minimum of two, or four hours of overtime (depending upon the type of response required) at the rate of time and one-half, under the District's Emergency Call-In Policy.

SAFETY BOOTS/UNIFORMS

District employees, except the administrative staff, are reimbursed for the purchase of safety-toed boots up to an annual maximum, adjusted by CPI. The District provides uniforms for the Collections, Lab, Maintenance, and Operations crews and are regarded as necessary safety equipment.

SAFETY DAY

The District awards a safety day off to eligible employees at the beginning of each calendar year, beginning after twelve months of service.

LONGEVITY PAY

Employees who have achieved five years employment with the District are eligible to receive an award of \$500, at ten years an award of \$1,000, at 15 years, an award of \$1,500, at 20 years an award of \$2,000, and at 25 years an award of \$2,500. This is a one-time award upon achievement of each level of service years, and is subject to all pertinent taxes.

FLEXIBLE SPENDING PLAN

District employees may elect to participate in the Section 125 Plan for out-of-pocket eligible health care costs, and/or participate in the Dependent Care Plan.

The pre-tax deductions put more money in your paycheck now.

WORKERS' COMPENSATION INSURANCE

The District participates in a self-insured workers' compensation insurance program for injuries occurring on the job.

DISABILITY & LIFE INSURANCE

The District participates in short-term and long-term disability insurance programs, as well as the State Disability Insurance Program (SDI). The District pays for life insurance in the amount of 2 times the employee's annual salary (rounded to the nearest \$1,000) up to \$250,000.

The premium is included as imputed taxable income per IRS regulations.

RETIREMENT

The District participates in the CalPERS retirement system. Employees who join CalPERS after January 1, 2013 are subject to the California Public Employee Pension Reform Act (**PEPRA**).

PEPRA members will be responsible for 100% of their employee share of the retirement contribution and subject to a benefit formula of 2% at age 62. This employee share percentage varies from year to year but historically is between 7.5-8.5% of an employee's pay.

This is a mandated deduction.

This money is set aside in an account that the employee has saved toward retirement. After five years the employee is vested and guaranteed a retirement income based on a number of factors.

For further information consult the CalPERS website, www.mycalpers.com.

Pre-existing CalPERS members (**Classic** members) are entitled to the employee contribution provisions outlined below.

The District currently contributes to the **Classic** Member employee's contribution, which is currently 7%, based on the following schedule:

Year 1, the employee pays 7% District pays 0% of the employee share.

Year 2, the employee pays 6% District pays 1% of the employee share.

Year 3 thru Year 5, the employee pays 5% District pays 2% of the employee share.

After five years the District currently pays 100% of the employee contribution.

The employee's contribution (plus interest and less any taxes and/or penalties) is refundable upon retirement or termination of employment or may be left in the PERS system for withdrawal at a later date or upon retirement.

EDUCATION & TRAINING

Upon approval, employees may be eligible for reimbursement of tuition costs after completion of a training course considered mutually beneficial to the employee and the District. Approved tuition reimbursement will not exceed \$1,500 per calendar year. The District provides a one-time incentive of \$1,000 per eligible employee who has or will acquire, certifications above their job requirements.

DEFERRED COMPENSATION

Deferred compensation 457 plans are offered and available through CalPERS and/or Lincoln Financial, with a wide variety of investment options, this benefit is available upon employment.

BANK/CREDIT UNION

District employees may participate in services provided by
Community West Bank,
Kinecta Federal Credit Union
and the Santa Barbara County Federal Credit Union.

NOTE:

All amounts and percentages are subject to change.
This is only a summary;
further details on employee benefits can be found in
the employee manual and
are subject to change.