

# North Tahoe Public Utility District

## Employee Benefits

1. Retirement - The North Tahoe P.U.D. contributes 12.245% of gross monthly salary (excludes overtime) to a self-directed Money Purchase Pension Plan. District will be moving to CalPERS on January 1, 2010 (2% @ 55).
2. Medical Insurance - District pays 100% of premium for employee, dependents and domestic partner. Medical coverage as determined by current carrier.
3. District contributes \$1,500 annually to a Health Reimbursement Arrangement (HRA).
4. Medical Deductible - \$170 per person, maximum of \$340 per family, per calendar year.
5. Prescription Coverage - Medical Insurance includes a Prescription Card with a \$4 (Generic) and \$7 (Name Brand) Co-payment.
6. Dental Insurance - Delta Dental Plan pays up to \$2,000 maximum per person per year based on an established schedule of benefits. Deductible is \$30 per person, maximum of \$60 per family, per calendar year. Employee and dependents are covered.
7. Orthodontic Insurance - District pays 50% of costs up to a \$1,500 lifetime maximum benefit.
8. Vision Insurance - Features VSP network—pays for exam, and any necessary frames, lenses, or contact lenses on an established schedule of benefits.
9. Life Insurance - District pays 100% of premium. Coverage amount is two times annual salary to a maximum of \$50,000 to age 65. After age 65, coverage is reduced by 35%, after age 70, coverage is reduced by additional 15% of the original amount.
10. Long Term Disability Insurance - District pays for disability policy to begin coverage after a sixty (60) day waiting period to age 65 as determined by age when disability begins. Payments up to 66 2/3% of salary.
11. Optional Benefits - Optional benefits offered include Credit Union, Costco Membership, AFLAC, an IRS 125 Flex Plan, and Deferred Compensation Plan.
12. Sick Leave- Earned at the rate of eight (8) hours per month.
13. Personal Leave - Annually, sixteen (16) hours of accrued sick leave may be used as personal leave.
14. Holidays - Twelve paid holidays annually.
15. Safe Driving Bonus - Four (4) hours is credited to employee's vacation hours semi- annually based on safe driving record for the prior six-month period.
16. Vacation - Annual accrual at the rate specified in the following schedule:

|                                |           |
|--------------------------------|-----------|
| 0-5 Years                      | 80 Hours  |
| 5 <sup>th</sup> Year           | 88 Hours  |
| 6-10 Years                     | 120 Hours |
| 10 <sup>th</sup> Year          | 128 Hours |
| 11 <sup>th</sup> Year          | 136 Hours |
| 12 <sup>th</sup> Year          | 144 Hours |
| 13 <sup>th</sup> Year          | 152 Hours |
| 14 <sup>th</sup> Year          | 160 Hours |
| 20 <sup>th</sup> Year and over | 184 Hours |