

Orange County Water District

General Manager Current Compensation

General Manager

- **Annual Salary** - \$296,140 – effective July 1, 2020
- **District Contribution to 457 Plan** - \$26,000 (September 2020)
- **Auto Allowance** - \$700 per month

Benefits Provided to All Employees (including the GM)

- **Health Insurance** – Each employee is offered medical, dental and vision insurance coverage for themselves and their dependents. *Premium Rate Sheet attached.
- **Retiree Medical Insurance** - Medical coverage for employees and their spouses (spouse at the time of separation of employment) shall be provided for retired employees who are age 55 or over and who have a minimum of twelve years of service with the District on the same basis as provided active employees. For employees hired on or after July 1, 2009, who become enrolled under the coverage for retirees, the medical coverage will terminate upon eligibility for Medicare coverage.

Any retiree, who elects post-retirement health coverage and becomes eligible for Medicare benefits shall designate Medicare as his/her primary insurance coverage (District's coverage will be secondary/supplemental).

- **Life/Accidental Death & Dismemberment Insurance** – Orange County Water District offers basic life insurance to all full time employees. The basic life insurance consists of two times the employees' annual salary. Employees can also purchase supplemental life insurance for themselves and their dependents through the District's plan.
- **Short and Long-Term Disability Insurance** - Employees are covered by short and long-term disability insurance, which provides income equal to two-thirds of monthly salary. The District does not participant in the State Disability program.
- **Retirement Benefits** – Each employee is immediately enrolled in the District's private 401(A) defined contribution retirement plan. (OCWD does not participate in a defined benefit retirement plan). 3% of the employee's mandatory 7.65% contributions are paid by the District leaving the employee to pay 4.65%. The District also contributes a mandatory first layer match of 7.65%, for a total of 10.65%. Following completion of one-year of service, the District contributes a second layer of an additional 6.0%, which has a 5 year cliff vesting requirement. The district does not participate in social security for full-time employees.
- **Deferred Compensation 457(b) Plan** – OCWD offers a 457(b) deferred compensation plan to all fulltime employees, but makes no matching contributions. The plan is strictly voluntary.

- **Holidays** - All full-time, including probationary, employees, other than shift employees, shall observe the following paid holidays. Part-time employees are entitled to holiday benefits (equal to their total number of normal working hours per day) if the holiday falls on the employee's normal workday.
 - New Year's Day (January 1)
 - Presidents' Day (third Monday in February)
 - Memorial Day (last Monday in May)
 - Independence Day (July 4)
 - Labor Day (first Monday in September)
 - Veteran's Day (November 11)
 - Thanksgiving Day (fourth Thursday in November)
 - The day after Thanksgiving
 - Christmas Eve (December 24)
 - Christmas Day (December 25)
 - One floating holiday to be designated by the employee each year

- **Sick Leave** - Every regular, full-time employee of the District shall accrue eight hours of sick leave per month, with pay, which is equivalent to 3.69 hours per biweekly pay period. Every regular, part-time employee of the District shall accrue four hours of sick leave per month, with pay, which is equivalent to 1.84 hours per biweekly pay period.

- **Vacation** - Every full-time employee of the District shall be entitled to vacation in accordance with the following schedule:

<u>Length of Service</u>	<u>Annual Vacation Hours</u>
Less than 5 years	108
5 – 9 years	132
10 – 14 years	156
15 – 19 years	180
20 or more years	204

Every part-time regular employee of the District shall be entitled to vacation in accordance with the following schedule:

<u>Length of Service</u>	<u>Annual Vacation Hours</u>
Less than 5 years	54
5 – 9 years	66
10 – 14 years	78
15 – 19 years	90
20 or more years	102