



2025 Ventura Regional Sanitation District Benefit Summary

Effective January 1, 2025

	INDEPENDENT	IUOE	SEIU
SECTION 125 CAFETERIA PLAN (biweekly costs / pre-tax basis)			
Biweekly cash allowance to offset insurance costs			
Employee Only – Employer paid	\$461.54	\$461.54	\$461.54
Employee +1 dependent – Employer paid	\$507.24	\$507.24	\$507.24
Employee and family – Employer paid	\$550.16	\$550.16	\$550.16
Maximum cash back	\$243.70	\$243.70	\$222.93
MEDICAL PROVIDER: CalPERS Health Plan			
Mandatory participation	Opt out provision	Opt out provision	Opt out provision
Employer mandated monthly contribution	\$158	\$158	\$158
DENTAL PROVIDER:			
United Concordia PPO – Employee paid	Employee or family coverage	Employee or family coverage	Employee or family coverage
United Concordia DHMO – Employee paid			
VISION INSURANCE PROVIDER:			
Principle – Employee paid	Employee or family coverage	Employee or family coverage	Employee or family coverage
FLEXIBLE SPENDING ACCOUNT: (annual max)	\$3,300 - medical	\$3,300 - medical	\$3,300 - medical
Medical & Dependent Care – Employee paid	\$5,000 - dependent	\$5,000 - dependent	\$5,000 - dependent
OTHER INSURANCE BENEFITS (post-tax basis)			
LIFE INSURANCE PROVIDER: Hartford (\$10,000) – Employee Basic and AD&D, Employer paid monthly	\$2.10	\$2.10	\$2.10
OPTIONAL LIFE INSURANCE PROVIDER: Hartford			
Employee (\$10,000 increments)	Maximum \$500,000 not to exceed 5x annual salary	Maximum \$500,000 not to exceed 5x annual salary	Maximum \$500,000 not to exceed 5x annual salary
Children-only coverage (\$1,000 increments)	6 months to 26 Years	6 months to 26 Years	6 months to 26 Years
Spouse-only coverage (\$5,000 increments)	Not to exceed 50% of employee's benefit, to a maximum of \$100,000	Not to exceed 50% of employee's benefit, to a maximum of \$100,000	Not to exceed 50% of employee's benefit, to a maximum of \$100,000
All Optional Life coverage - Employee paid	Age Rated Premiums	Age Rated Premiums	Age Rated Premiums
STATE DISABILITY			
60% of earnings up to \$1,540.00 per week	1.1%	1.1%	1.1%
LONG-TERM DISABILITY PROVIDER: Hartford			
LTD premiums are employee paid.	LTD begins at 6 months and replaces 60% of earnings to a maximum of \$6,000 per month.	LTD begins at 6 months and replaces 60% of earnings to a maximum of \$6,000 per month.	LTD begins at 6 months and replaces 60% of earnings to a maximum of \$6,000 per month.
RETIREMENT (biweekly costs / pre-tax basis)			
Ventura County Employees Retirement Association (VCERA)			
Employee	Defined Benefit Plan	Defined Benefit Plan	Defined Benefit Plan
Classic	4.49% on first \$350, 6.73% over \$350	4.49% on first \$350, 6.73% over \$350	4.49% on first \$350, 6.73% over \$350
PEPRA (Hire Date on and after 1/1/2013)	7.74%	7.74%	7.74%
Employer			
Classic	12.05%	12.05%	12.05%
PEPRA (Hire Date on and after 1/1/2013)	11.05%	11.05%	11.05%
Social Security – employer & employee matching contributions	Yes	Yes	Yes
457 DEFERRED COMP PLAN PROVIDER:			
Lincoln & CalPERS - Employee paid - Age 50 Catch-up contribution	Up to IRS maximum Currently \$23,500/year \$31,000/year	Up to IRS maximum Currently \$23,500/year \$31,000/year	Up to IRS maximum Currently \$23,500/year \$31,000/year
Retiree medical – monthly employer contribution (CalPERS insurance only)	\$158	\$158	\$158

	INDEPENDENT	IUOE	SEIU
LEAVES (Paid and Unpaid)			
Holidays (days per year)	8	8	8
Floating Holidays (days per year)	4 + 2 hours	4 + 2 hours	4 + 2 hours
Comprehensive Annual Leave (CAL)	<u># of years</u> <u>hours</u>	<u># of years</u> <u>hours</u>	<u># of years</u> <u>hours</u>
Combined vacation/sick	1 to 5 yr 6.75	1 to 5 yr 6.44	1 to 5 yr 5.53
CAL hours are accrued biweekly	5 to 11 yr 8.28	5 to 11 yr 7.97	5 to 11 yr 7.06
	11 yr 8.59	11 yr 8.28	11 yr 7.37
	12 yr 8.89	12 yr 8.58	12 yr 7.67
	13 yr 9.20	13 yr 8.89	13 yr 7.98
	14 yr 9.51	14 yr 9.20	14 yr 8.29
	15+ yr 9.82	15+ yr 9.51	15+ yr 8.60
CAL Redemption Payment in lieu of accrued but unused CAL, no more than twice per calendar year	Use 80 hours during previous 12 months	Use 80 hours during previous 12 months	Use 80 hours during previous 12 months
Bereavement Leave (days per year)	3	3	3
Jury Duty (paid for scheduled work days only)	Yes	Yes	Yes
PAY PROGRAMS			
Direct deposit of biweekly payroll	Required	Required	Required
Step salary increase within the range.	Yes / 5%	Yes / 5%	Yes / 5%
Flexible merit increase within a range.	Exempt employees 0 to 10%	No	No
Is employee group eligible for Incentive Pay?	Yes	Yes	No
Probationary Period: Original and promotional			
At-Will (directors/general manager)	n/a	n/a	n/a
12 months (supervisors/managers)	Yes	n/a	n/a
6 months (all others)	Yes	Yes	Yes
Extra-Help, Limited Term	n/a	n/a	n/a
Certification/Skill Based Pay – additional hourly compensation for specific certificates related to classification	No	Yes	Yes
Stand By/Call Back to Duty – depending on assignment	\$1.30/hour minimum 3 hours	\$45.00 per day Monday-Thursday \$120.00 per weekend Friday-Sunday \$80.00 per Holiday	\$1.30/hour minimum 3 hours
OTHER FRINGE BENEFITS			
Employee Assistance Program (EAP) Provider: The Hartford- No cost to employees	\$0.00	\$0.00	\$0.00
Safety Glasses, if required	\$200/fiscal year	\$200/fiscal year	\$200/fiscal year
Safety Boots, if required	\$255/fiscal year	\$255/fiscal year	\$255/fiscal year
Textbook & Tuition - 100% of 1 st \$800/fiscal year + 80% of remaining costs.	\$5,250 calendar yr max	\$5,250 calendar yr max	\$5,250 calendar yr max
Uniforms	If Required	Provided	Provided
Ventura County Employees Credit Union	Available	Available	Available

Regular part-time employees are provided benefits on a pro rated basis (i.e. holiday pay, CAL accrual, leave time) cafeteria plan cash back, medical, dental and life premiums are not subject to proration) VCERA eligibility is based on plan requirement (i.e. employment status; hours worked).

This material is for informational purposes only and does not constitute a guarantee of any benefit nor does it contain all District policies. District benefits and policies may be modified or deleted. Please see the IUOE Memorandum of Understanding, SEIU Memorandum of Understanding (as it applies to each individual) and the VRSD Personnel & Salary Ordinance for detailed information on any of the benefits/policies listed.