



North Tahoe Public Utility District Employee Benefits

1. **Retirement** - The North Tahoe P.U.D. participates in the California Public Employees' Retirement Plan (CalPERS). Classic Members have a formula of 2% @ 55 and New Members have a formula of 2% @ 62.
2. **Health and Welfare Plan** - Administered by Stationary Engineers Local 39 and includes medical, dental, vision, and prescription.
 - a. **Medical Insurance** - District pays 100% of premium for employee, dependents and domestic partner. Medical coverage as determined by current carrier Stationary Engineers. Deductible is \$170 per person, maximum of \$340 per family, per calendar year. Insurance provided by Anthem Blue Cross.
 - b. **Dental Insurance** - 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. Insurance provided by Delta Dental.
 - c. **Vision Insurance** - Pays for exam, and any necessary frames, lenses, or contact lenses on an established schedule of benefits. Insurance provided by EyeMed.
 - d. **Prescription Coverage** - Medical Insurance includes a Prescription Card with a \$4 (Generic) and \$7 (Name Brand) Co-payment. Insurance provided by CareMark.
3. **HRA** - District contributes \$125 per month or \$1,500 annually to a Health Reimbursement Arrangement.
4. **Orthodontic Insurance** - District pays 50% of costs up to \$1,500 lifetime maximum benefit per covered family member.
5. **Life Insurance** - District pays 100% of premium. Coverage amount is two times annual salary up to \$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.
6. **Long Term Disability Insurance** - District pays for the disability policy which provides 66 2/3% of wage to age 65. Benefits begin after meeting a sixty (60) day waiting.
7. **Optional Benefits** - Optional benefits offered include Credit Union, AFLAC, an IRS 125 Flex Plan, and Deferred Compensation Plan.
8. **Sick Leave** - Accrues at 3.69 hours every payperiod equaling eight (8) hours per month.
9. **Personal Leave** - Annually, sixteen (16) hours of accrued sick leave may be used as personal leave.
10. **Holidays** - Twelve paid holidays annually.
11. **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.
12. **Vacation** - Annual accrual varying between 80-184 hours per year based on number of years worked.