

# **CARMICHAEL WATER DISTRICT POLICY MANUAL**

## **POLICY 6000: Health and Welfare Benefits**

### **6000.10 Medical Insurance Expense**

Medical insurance to cover non-occupational injuries and sickness for all full time regular employees and their eligible dependents, as defined by the California Public Employees' Retirement System (CalPERS), shall be provided by Carmichael Water District (District). The District also provides dental, vision, life and long term disability insurance for full time regular employees. The waiting periods vary for each plan and will be discussed with new employees during their orientation. The scope of coverage and the payment of premiums are subject to periodic review and revision by the Board of Directors.

#### **6000.10.1 Medical Insurance**

Medical insurance is provided through CalPERS. The District pays the premium for the employee and eligible dependents up to the Blue Shield Access Plus – Region 1 rate for each employee's particular rate plan (i.e. single, two-party, family), inclusive of the minimum statutory PEMHCA contribution.

Beginning in December 2022 for premiums applied to January 2023 coverage, the District will contribute monthly the premium costs of an eligible employee's elected medical coverage (employee only, employee + one dependent, or employee and 2+ dependents (family coverage)), not to exceed the cost of Blue Shield Trio Sacramento Area Region for the employee's elected coverage level, inclusive of the minimum statutory PEMHCA contribution.

Beginning in December 2023 for premiums applied to January 2024 coverage, the District will contribute monthly the premium costs of an eligible employee's elected medical coverage (employee only, employee + one dependent, or employee and 2+ dependents (family coverage)) at a level based on an increase of six percent (6%) from the 2023 Blue Shield Trio Sacramento Area Region premiums, inclusive of the minimum statutory PEMHCA contribution.

Beginning in December 2024 for premiums applied to January 2025, the District will contribute monthly the premium costs of an eligible employee's elected medical coverage (employee only, employee + one dependent, or employee and 2+ dependents (family coverage)) at a level based on an increase of six percent (6%) from the District's premium contribution in the previous year.

Beginning in December 2025 for premiums applied to January 2026, and in each subsequent year, the District will contribute monthly ninety-five percent (95%) of the average premium costs of an eligible employee's elected medical coverage (employee only, employee + one dependent, or employee and 2+ dependents (family coverage)) from the following CalPERS Health Sacramento Area Region plans: Blue Shield Access + HMO, Blue Shield Trio HMO, Kaiser Permanente, PERS Gold, and Western Health Advantage, inclusive of the minimum statutory PEMHCA contribution.

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**6000.10.1.1** If the premium for the plan selected by an employee exceeds the maximum premium provided for in this policy, the employee is responsible for paying any excess premium amount. The employee's share of the premium will be deducted from the employee's paycheck.

**6000.10.1.2** If an employee can establish to the District that they have qualifying group medical insurance through a spouse, domestic partner, or another source, the employee can opt-out of the District's medical insurance coverage and will receive \$400 per month in lieu of medical insurance coverage. Qualifying group health coverage includes health coverage that provides minimum value as established by the federal Affordable Care Act (ACA), but does not include individual coverage such as TRICARE, Medicare, Medi-Cal and Covered California.

### **6000.10.2 Dental Insurance**

Dental insurance is provided through the Association of California Water Agencies Joint Powers Insurance Authority (ACWA JPIA). The District pays the premium for each employee and eligible dependents.

### **6000.10.3 Vision Insurance**

Vision insurance is provided through ACWA JPIA. The District pays the premium for each employee and eligible dependents.

### **6000.10.4 Employee Assistance Program (EAP)**

EAP is provided through the ACWA JPIA. The District pays the premium for each employee and eligible dependents.

### **6000.10.5 Continuation of Coverage**

In accordance with state and federal law, an employee has the right to continue certain health benefits for limited periods of time after termination of employment.

### **6000.20 Workers' Compensation Insurance**

All District employees will be insured against injuries received while on the job as required by State law.

### **6000.30 Medicare Eligibility**

The employee is individually responsible to enroll and/or defer with Medicare within the applicable timeframes as required by the United States Social Security Administration.

### **6000.40 Retiree Medical Benefits**

The District will provide medical coverage for Retirees and eligible family members based on the CalPERS medical benefits vesting schedule.

#### **6000.40.1 Coordination of Benefits**

The retired employee is responsible to coordinate all retirement and retiree medical benefits with CalPERS within the applicable timeframes and contract requirements.

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### **6000.50 Life Insurance**

Life insurance is provided through Mutual of Omaha.

#### **6000.50.1 Basic Life/AD&D Insurance**

The District pays the premium for each employee's Basic Life/AD&D. The amount of the Basic Life/AD&D benefit is equal to two (2) times the employee's annual base earnings up to a maximum benefit of two hundred thousand dollars (\$200,000).

#### **6000.50.2 Dependent Life (Basic) Insurance**

The District pays the premium for each employee's Basic Dependent Life insurance.

**6000.50.2.1 Spouse:** The amount of the Basic Life benefit for an employee's spouse is one thousand five hundred dollars (\$1,500).

**6000.50.2.2 Child:** The amount of the Basic Life benefit for an employee's child is one thousand dollars (\$1,000).

#### **6000.50.3 Additional (Supplemental) Life/AD&D Insurance**

Employees may obtain Additional Life/AD&D insurance provided that each employee applying for such coverage pays all premiums. The amount of the Additional Life/AD&D benefit is equal to two (2) times the employee's annual base earnings up to a maximum benefits of two hundred thousand dollars (\$200,000).

##### **6000.50.3.1 Additional (Supplemental) Dependent Life Insurance**

An employee must be enrolled in Additional Life insurance to apply for Additional Dependent Life insurance. Employees selecting this coverage pay all premiums for the Additional Dependent Life insurance.

**6000.50.3.1.1 Spouse:** The amount of the Additional Dependent Life benefit for the employee's spouse is fifty percent (50%) of the employee's Additional Life benefit.

**6000.50.3.1.2 Child:** The amount of the Additional Dependent Life benefit for the employee's child is five thousand dollars (\$5,000).

### **6000.60 Long Term Disability (LTD) Insurance**

LTD is provided through Mutual of Omaha Insurance. The District pays the premium for each employee.