



# Novato Sanitary District

## Represented Employees Benefits Summary

as of 7/1/2025

### Health Benefits

The District currently pays 100% of the premiums for employees and eligible dependents:

- Selection of health care plans through CalPERS, up to the cost of the CalPERS Kaiser North Plan
- Dental care plan from Delta Dental
- Vision care plan from VSP
- \$50,000 term life insurance policy
- Long-term disability insurance
- State Disability Insurance and Paid Family Leave

### Leave Benefits

- District provides paid vacation, accrued at 6.67 hours per month for the first three years, increasing thereafter in accordance with the District's Personnel Rules and Regulations,  
*Note: vacation leave may not be used until completion of at least six months of continuous service with the District*
- Paid Sick Leave- 96 hours per year, accrued monthly
- 12 paid holidays per year, plus 2 floating holidays after a year of service.
- Compensatory Time Off (Nonexempt Employees)—Nonexempt employees may elect up to 80 hours of compensatory time off per year as compensation for overtime.

### Retirement

- CalPERS membership:
  - "Classic" (Pre-2013)—2% @ 60, 36-month formula
  - New or "PEPRA" (1/1/2013 and after)—2% @ 62, 36-month formula
- Retirement Health Savings Account—District contributes 1.5% of base salary
- Deferred Compensation Plans
  - 457(b) and Roth 457(b) plans with employer match (starting 1/1/26)

Benefits are subject to change from time to time

Please note that the District does not participate in Social Security