



Novato Sanitary District

Non-Represented Employees Benefits Summary

as of 11/07/2022

Retirement

- For “classic” CalPERS members (joined CalPERS or reciprocal agency prior to 2013):
2% @ 60 retirement plan, 36-month formula,
- For new CalPERS members (joined CalPERS or reciprocal agency after 1/1/2013):
2% @ 62 retirement plan, 36-month formula,
- District contribution of 1.5% of base salary to Retirement Health Savings Account.
- District contributes 2.5% of base salary to a 401(a) plan for Management and Confidential (M/C) positions that opts to participate. Note that the 401(a) plan requires an irrevocable, pre-tax contribution.
- Voluntary deferred compensation plans - 457(b) and Roth 457(b) employee contribution plans are available.
- No Social Security deduction.

Health Benefits

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

- Health care, up to the cost of the CalPERS Kaiser North Plan,
- Delta Dental Insurance benefits,
- Vision care benefits,
- \$50,000 term life insurance policy, and
- Long-term disability insurance.

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
- Exempt positions receive 80 hours of Administrative leave, accrued monthly.
- Eight hours of paid sick leave accrued monthly, and
- Thirteen (eleven plus two floating) paid holidays per year.