



# Novato Sanitary District

## Non-Represented Employees Benefits Summary

as of July 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

### Leave Benefits

- Paid Vacation Leave—80 hours per year, accrued monthly, which may be used after six months of continuous service. Accrual rate increases after three years of service.
- 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.
- Administrative Leave (Exempt Employees)—80 hours per year, accrued monthly

### 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
  - 401(a) plan—District contributes 2.5% of base salary if employee elects to contribute
  - 457(b) and Roth 457(b) plans

Benefits are subject to change from time to time.

Please note that the District does not participate in Social Security or the California short-term disability insurance program (SDI).