



Novato Sanitary District

Non-Represented Employees Benefits Summary

as of 1/1/2021

Retirement

- For “classic” CalPERS members:
2% @ 60 retirement plan, 36 month formula, with employee contribution of 7%.
- For new CalPERS members:
2% @ 62 retirement plan, 36 month formula with employee contribution of 6.25%.
- District pays the Public Employees Hospital and Medical Care Act (PEHMCA) required minimum after retirement.
- 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. Note that this benefit is contingent upon an employee one-time election of a 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
- Eight hours of paid sick leave accrued monthly, and
- Thirteen (eleven plus two floating) paid holidays per year.