

**BCVWD Chart of Benefits**  
Effective 1/1/2025-12/31/2025



**Benefit Groups**

Benefit	Board of Directors	General Employees (MOU)*	Exempt/Management*	General Manager*	Confidential*	Temporary/Part Time	Temporary /Grant
CalPERS	N/A	Classic/PEPRA	Classic/PEPRA	Classic/PEPRA	Classic/PEPRA	Classic/PEPRA for prior members	Classic/PEPRA for prior members
Medical	100% District-Paid	100% District-Paid	100% District-Paid	100% District-Paid	100% District-Paid	N/A	N/A
Vision	Available	Available	Available	Available	Available	Available	Available
Dental	Available	Available	Available	Available	Available	Available	Available
Life Insurance	1x Annual Salary	1x Annual Salary	1x Annual Salary	1x Annual Salary	1x Annual Salary	1x Annual Salary	1x Annual Salary
Voluntary Life Insurance	Available	Available	Available	Available	Available	Available	Available
AD&D	1x Annual Salary	1x Annual Salary	1x Annual Salary	1x Annual Salary	1x Annual Salary	1x Annual Salary	1x Annual Salary
Supplemental Benefits (Colonial Life)	Available	Available	Available	Available	Available	Available	Available
Short-Term Disability (CA SDI)	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Social Security	Yes	Yes	Yes	Yes	Yes	Yes	Yes
457 Plan (Pre-Tax)	Available	Available	Available	Available	Available	N/A	N/A
Roth 457 Plan (Post-Tax)	Available	Available	Available	Available	Available	N/A	N/A
401(a) Accrued Leave							
Conversion Plan	N/A	N/A	N/A	Available	N/A	N/A	N/A
FSA (Health and Dependent Care)	Available	Available	Available	Available	Available	N/A	N/A
EAP (Employee Assistance Program)	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Workers Comp	N/A	Yes	Yes	Yes	Yes	Yes	Yes
Holidays	N/A	10 plus birthday	10 plus birthday	10 plus birthday	10 plus birthday	N/A	N/A
Vacation	N/A	0-4 yrs: 80 hrs 5-9 yrs: 120 hrs 10 yrs: 130 hrs 11 yrs: 140 hrs 12 yrs: 150 hrs 13 yrs and more: 160 hrs	0-4 yrs: 80 hrs 5-9 yrs: 120 hrs 10 yrs: 130 hrs 11 yrs: 140 hrs 12 yrs: 150 hrs 13 yrs and more: 160 hrs	0-4 yrs: 80 hrs 5-9 yrs: 120 hrs 10 yrs: 130 hrs 11 yrs: 140 hrs 12 yrs: 150 hrs 13 yrs and more: 160 hrs	0-4 yrs: 80 hrs 5-9 yrs: 120 hrs 10 yrs: 130 hrs 11 yrs: 140 hrs 12 yrs: 150 hrs 13 yrs and more: 160 hrs		
Sick Leave	N/A	96 hours	120 hours	120 hours	120 hours	1 hour for every 30 hours worked capped at 24 hours under 200 working days; 16 hours additional if reached 200th day of employment capped at 40 hours in a fiscal year	1 hour for every 30 hours worked capped at 24 hours under 200 working days; 16 hours additional if reached 200th day of employment capped at 40 hours in a fiscal year
Sick Leave and Vacation Buy-Back	N/A	Under conditions listed in District Policy, Accrued, Unused Vacation and Sick Leave may be eligible for buy-back.	Under conditions listed in District Policy, Accrued, Unused Vacation and Sick Leave may be eligible for buy-back.	The General Manager may not utilize buy-back for sick leave unless at the time of retirement.	Under conditions listed in District Policy, Accrued, Unused Vacation and Sick Leave may be eligible for buy-back.		

\*Employment Agreements, MOUs, and Federal/State Law may provide exceptions.

CalPERS Member Type	Retirement Formula
Classic Member	2.7% at 55
PEPRA Member	2% at 62

**Available CalPERS Health Plans**

Region 3 - CalPERS Health Plans

**Available Dental Plans**

Ameritas Dental PPO  
Fusion  
Liberty Dental Plan (DHMO)

**Available Vision Plan**

Ameritas VSP  
Choice