



Director Compensation & Benefits Summary

The following Directors declined compensation and benefits

1. Director William Gedney;
2. Director Mark Grajeda; and
3. Director John Oskoui.

The following Directors receive compensation and benefits as summarized below

1. Director Robert Apodaca;
2. Director Arturo Chacon;
3. Director Phillip Hawkins; and
4. Director Leticia Vasquez-Wilson.

Per Diem for Attendance at Approved Meetings

Directors shall be compensated for each day's attendance at meetings of the Board and committees thereof, or for each day's work at direction of the Board, not exceeding a total of 10 days in any calendar month.

Current Per Diem Rate - \$233.17

- a) Each Director shall be compensated (a per diem) in the amount established by Ordinance 01-24 for each day's attendance at approved meetings of the District and conferences as described below, not exceeding a total of 10 meetings in each calendar month. Directors are prohibited from receiving compensation for more than one meeting in the same day.
- b) Each Representative of the Metropolitan Water District of Southern California ("Metropolitan") appointed by the District, and who is not a District Director shall be compensated (a per diem) in the amount established by Ordinance 01-24 for no more than 10 Metropolitan meetings or conferences in each calendar month.

Further information can be found in the Directors' Code of Conduct, Part 3, Chapter 9 of the Administrative Code.

Transportation/Automobile Allowance

Eligible Directors receive a transportation/automobile allowance of \$397 per month for automobile travel in Los Angeles County. Automobile travel outside of the Los Angeles County will be processed at the current IRS mileage reimbursement rate.

Communication Allowance

Eligible Directors receive a communication allowance of \$200 per month.

Health Insurance

The District contributes 100 percent of the medical, dental, and vision premiums for Directors and their eligible dependents. Directors may elect coverage in the following health plans:

- **Medical:** Choice of several plans offered through the California Public Employees' Retirement System (CalPERS) Health Benefits Program;
- **Dental:** Delta Dental PPO plan; and
- **Vision:** EyeMed Vision Care Insight Network.

Health Expense Reimbursement

Directors may submit any eligible out-of-pocket health care expense (medical, dental, vision, or hearing) for themselves, or any eligible dependent. The District makes annual contributions at the beginning of each plan year, which runs concurrently with the District's fiscal year (July 1 to June 30).

Contribution Tiers:

- Director only – \$4,000;
- Director with one dependent – \$8,000; and
- Director with two or more dependents – \$12,000.

Life Insurance

The District provides term life insurance equivalent to \$10,000 including Accidental Death & Dismemberment (AD&D).

Employee Assistance Program (EAP)

The EAP provides professional counseling services for personal, family, legal, financial, or other problems that affect an individual's life and work. Services are completely confidential and provided at no cost to the individual.

Deferred Compensation

The District offers a choice of two voluntary Section 457(b) deferred compensation plans:

- CalPERS Deferred Compensation Program; and
- Nationwide Deferred Compensation Program.

Participants can defer salary on a pre-tax and post-tax basis (Roth option) up to the limit determined by the IRS each calendar year.

Additional "catch-up" contributions are allowed for participants age 50 or older or within three years of retirement.

Flexible Spending Accounts

The District offers two voluntary Section 125 Flexible Spending Accounts:

- Health Care Spending Account; and
- Dependent Care Spending Account.

Participants may contribute pretax dollars from their paycheck, up to the limit determined by the IRS each calendar year, for reimbursement of eligible expenses incurred during the calendar year.