

SAN BENITO COUNTY WATER DISTRICT

Field & Office Employees Summary of Benefits

Revised July 1, 2016

| BENEFIT | SUMMARY OF BENEFIT |
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| Health Care Coverage | PERS Healthcare (1 month waiting period) |
| Dental Care Coverage | Delta Dental, through ACWA (1 month waiting period) |
| Vision Care Coverage | Vision Service Plan (1 month waiting period) |
| Life Insurance | Standard Life Insurance Company 1.5x employee's annual salary, maximum of \$50,000, paid by District (1 month waiting period) |
| Retirement | CalPERS Local Miscellaneous: (1) Classic Member 2.5% @ 55, vested after five years for all employees hired prior to January 1, 2013. (2) New Member 2% @ 62, all employees hired beginning January 1, 2013. Employees will receive the retirement benefit as outlined in the Calif Public Employees Pension Reform Act of 2013. |
| Flexible Spending Program (Additional Benefits) | The District contributes a monthly contribution toward the employee and/or dependent premiums for programs. Effective July 4, 2016, the District contribution is <u>\$1,285</u> per month. Other Voluntary programs available to employees include: Un-reimbursed medical and dependent child care programs. |
| Vacation | Six month waiting period, Accrual every payroll period, with accrual limitations. 1-5 years of service – 10 days (80 hours) 6-10 years of service – 15 days (120 hours) 11-15 years of service – 17 ½ days (140 hours) 16-19 years of service – 20 days (160 hours) 20+ years – 22 days (176 hours) |
| Sick Leave | Six month waiting period. Employees are granted six days (48 hours) of Medical Leave per year. Leave is accrued every payroll period. Sick leave eligible for conversion may be converted to extra compensation, contribution to deferred compensation or vacation annually. |
| Personal Leave | Six month waiting period. Employees are granted ten days (80 hours) per year. Leave is accrued each payroll period. At end of year all conserved personal leave not used during the year will be converted to sick leave and carried over to the following year. |
| Bereavement Leave | Up to three days per incident |

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| Holidays | Eleven and one-half paid holidays per year |
| Employee Assistance Program (EAP) | The District provides and pays for an Employee Assistance Program through ACWA/JPIA. (1 month waiting period) |
| Education Incentive Plan | The District compensate employees for job-related continuing education units not required for their position. |
| Performance Incentive Plan | The District maintains a Performance Incentive Plan. The plan is voluntary with employees who choose to participate preparing annual performance plan consistent with their job classification and District programs. |
| Optional Benefits-Available to Employees | AFLAC, Deferred Compensation Plans (Mass Mutual, Valic and CalPERS), Santa Clara County Federal Credit Union |