



# SAN BENITO COUNTY WATER DISTRICT

## Field & Office Employees Summary of Benefits

Current as of September 2007

BENEFIT	SUMMARY OF BENEFIT
<b>Health Care Coverage</b>	PERS Choice (1 month waiting period)
<b>Dental Care Coverage</b>	Delta Dental, through ACWA-JPIA (1 month waiting period)
<b>Vision Care Coverage</b>	Vision Service Plan (1 month waiting period)
<b>Life Insurance</b>	Standard Life Insurance Company 1.5x employee's annual salary, maximum of \$50,000, paid by District
<b>Retirement</b>	CalPERS; Local Miscellaneous, 2% at 55, vested after five years Employee contribution is 7% of earning, District pays employee contribution (Effective Jan. 1999)
<b>Flexible Spending Program</b>  <b>(Additional Benefits)</b>	The District contributes a monthly contribution toward the employee and/or dependent premiums for programs. Effective August 27, 2007, the District contribution is \$883.00 per month.  Other Voluntary programs available to employees include: Unreimbursed medical, premium only and dependent child care programs.
<b>Vacation **</b>	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)
<b>Medical Leave</b>	Six month waiting period. Employees are granted six days (48 hours) of Medical Leave per year. Leave is accrued semi-annually, with 24 hours accrued on January 1, and 24 hours accrued on July 1 each year.

<b>Personal/Sick Leave</b>	Six month waiting period. Employees are granted ten days (80 hours) per year. Leave is accrued semi-annual , with 40 hours accrued on January 1, and 40 hours accrued on July 1 each year.
<b>Bereavement Leave</b>	Up to three days per incident
<b>Holidays</b>	Eleven and one-half paid holidays per year
<b>Employee Assistance Program (EAP)</b>	The District provides and pays for an Employee Assistance Program through ACWA/JPIA.
<b>Education Incentive Plan</b>	Employees completing Continuing Education Units (CEU), not required for their position nor paid for by the District, are compensated proportionally.
<b>Performance Incentive Plan</b>	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.
<b>Optional Benefits-Available to Employees</b>	AFLAC, Deferred Compensation Plans (Hartford, Valic and CalPERS), Santa Clara County Federal Credit Union