

# **SAN BENITO COUNTY WATER DISTRICT**

## **Field & Office Employees Summary of Benefits**

Current as of July 1, 2009

<b>BENEFIT</b>	<b>SUMMARY OF BENEFIT</b>
<b>Health Care Coverage</b>	PERS Choice (1 month waiting period)
<b>Dental Care Coverage</b>	Delta Dental, through ACWA (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 (1 month waiting period)
<b>Retirement</b>	CalPERS; Local Miscellaneous, 2.5% at 55, vested after five years Employee contribution is 8% of earnings, effective July1, 2009 the District pays the full employee contribution of 8%. (as outlined in Article 15 of MOU)
<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 July 1, 2009, the District contribution is \$1020 per month.  Other Voluntary programs available to employees include: Un-reimbursed 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 the first full pay period after January 1, and 24 hours accrued the first full pay period on July 1 each year. Medical leave eligible for conversion may be converted to extra compensation, contribution to deferred compensation or vacation annually.
<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 the first full pay period after January 1, and 40 hours accrued on the first full pay period after July 1 each year. At end of year all conserved

	personal/ sick leave not used during the year will be converted to medical leave and carried over to the following year (as outlined in Article 13.3.C of MOU).
<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
<b>Upcoming Salary Increases</b>	A 1.5% salary increase will occur on July 1, 2009 per the MOU.