

SAN BENITO COUNTY WATER DISTRICT

Field & Office Employees Summary of Benefits

Revised September 1, 2011

BENEFIT	SUMMARY OF BENEFIT
Health Care Coverage	PERS Choice (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, 2.5% at 55, vested after five years
Flexible Spending Program (Additional Benefits)	The District contributes a monthly contribution toward the employee and/or dependent premiums for programs. Effective September 1, 2011, the District contribution is \$1120 per month. Other Voluntary programs available to employees include: Un-reimbursed medical, premium only 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
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.
Education Incentive	Employees completing Continuing Education Units (CEU),

Plan	not required for their position nor paid for by the District, are compensated proportionally.
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 (Hartford, Valic and CalPERS), Santa Clara County Federal Credit Union