

SAN BENITO COUNTY WATER DISTRICT

Management/Confidential/Professional Summary of Benefits

Current as of July 1, 2009

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 2x's employee's annual salary, maximum of \$150,000, paid by District (1 month waiting period)
Retirement	CalPERS; Local Miscellaneous, 2.5% at 55, vested after five years Employee contribution is 8% of earnings, effective July 1, 2009 the District pays the full employee contribution of 8%.
Flexible Spending Program (Additional Benefits)	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. Upon annual election by employee, District will contribute 2% of employee salary as an additional contribution to Additional Benefits or deferred compensation, or the employee will be entitled to 40 hours additional vacation. If employee does not elect, contribution will be made to additional benefits. (Effective April 2004) Other Voluntary programs available to employees include: Un-reimbursed medical, premium only; and dependent child care programs.
Management Leave ** (Exempt Employees Only*)	80 hours per year, given Jan. 1. (Subject to pro-ration at time of hire and at time of separation)
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) The vacation accumulation limit shall be modified to the greater of the current limit or a rate of five days per year of employment.
Sick Leave	Six month waiting period. Accrued at the rate of 8 hours per month (3.69 per payroll period). Unused sick leave may be accumulated without limitation. Unused sick leave will be reimbursed on a percentage basis upon death, retirement or separation (i.e. resignation or layoff). Sick Leave eligible for conversion may be converted to extra

	compensation, contribution to deferred compensation or vacation annually. District implemented PERS provisions for conversion of unused sick leave to be added as service credit (Effective June 2001)
Bereavement Leave	Up to three days per incident
Holidays	Eleven and one-half paid holidays per year
Employee Wellness and Well Being	The District to provide an annual physical examination including basic laboratory tests. This annual physical examination will be available from District's medical service provider, or a physician of the employee's choice, and may be scheduled and taken at the employee's convenience. Reimbursement for employee designated physician visit will be reimbursed to the employee at the current rate of the District medical service provider.
Employee Assistance Program (EAP)	The District provides and pays for an Employee Assistance Program through ACWA/JPIA.
Education Incentive Plan	Employees completing Continuing Education Units (CEU), not required for their position nor paid for by the District, are compensated proportionally as of January 1 of each year.
Performance Incentive Plan	The District maintains a Performance Incentive Plan. The plan is voluntary with employees who choose to participate preparing an 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
Supplemental Benefits	Benefits shall not be less than benefits provided to represented employees (Effective:1998)
Upcoming Salary Increases	None at this time

* Management leave does not apply to any hourly or non-exempt employees in the Management/Confidential/Professional classification.

** The use of vacation and any other discretionary leave for periods of greater than three (3) weeks required written authorization by the District Manager at least sixty (60) days in advance. Authorization of all such requests shall be consistent with the services, program and project responsibilities of the District and with the "Threat Level" under which the District is operating. No such absentees will be permitted under "Threat Level – Red".