

SAN BENITO COUNTY WATER DISTRICT



Field & Office Summary of Benefits Revised July 1, 2019

BENEFIT	SUMMARY OF BENEFIT
Health Coverage	PERS Health (1 month waiting period)
Dental Coverage	Delta Dental (1 month waiting period)
Vision 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.
Additional Benefits (Flexible Spending Program)	<p>The District contributes a monthly contribution toward the employee and/or dependent premiums for programs. Effective <u>July 3, 2017</u>, the District contribution is <u>\$1,285</u> per month.</p> <p>Effective 1/1/18, the District will also contribute <u>\$100</u> towards single party District-provided health insurance or <u>\$200</u> towards employee plus one or employee plus family District-provided health insurance.</p> <p>Other voluntary options available to employees include: Un-reimbursed medical and dependent child care programs.</p>
Optional Benefits (Flexible Spending Program)	AFLAC, Deferred Compensation Plans (Mass Mutual, Valic and CalPERS), Santa Clara County Federal Credit Union.
Vacation	<p>Accrual every pay period with accrual limitations. Six month waiting period for use.</p> <p>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)</p>
Sick Leave	<p>Accrual every pay period. Employees are granted 48 hours per year at the rate of 1.84 hours per pay period. 90-day waiting period for use. Sick Leave eligible for conversion may be converted to extra compensation, contribution to deferred compensation or vacation annually.</p>

Personal Leave	Accrual every pay period. Employees are granted 80 hours per year at the rate of 3.08 hours per pay period. Six month waiting period to earn and use. At the end of the 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 event.
Holidays	Eleven and one-half paid holidays per year.
Incentive Pay (Continuing Education (CEUs) & Technical Certificates)	<p>The District compensates employees for job-related continuing education units for training in areas directly applicable to current position.</p> <p>The District also compensates employees for technical certifications not required for their position.</p>
Training	The District provides customized training programs to ensure that all employees have the opportunity to be successful in their new position. Training includes CalOSHA compliance, State/Federal laws and job-related training.
Employee Assistance Program (EAP)	The District provides and pays for an Employee Assistance Program through ACWA/JPIA (1 month waiting period).