

# SAN BENITO COUNTY WATER DISTRICT



## Field & Office Employees Summary of Benefits Revised July 1, 2023

BENEFIT	SUMMARY OF BENEFIT
<b>District Health and Welfare Contribution</b>	<p><b>District contribution of up to \$1,536 per month in 2023</b> for purchase of health and welfare benefits (medical, dental and vision insurance), and other available, optional benefits (e.g., AFLAC, Santa Clara County Federal Credit Union).*</p> <p><b>District contribution increases to up to \$1,947 per month starting January 1, 2024.*</b></p> <p><i>*Note: Above amounts include minimum employer contribution for employees enrolled in CalPERS medical insurance, and District cafeteria plan allowance.</i></p> <p>District plans include CalPERS Health, Delta Dental, and Vision Service Plan.</p> <p>One month waiting period for medical, dental and vision plans.</p>
<b>Flexible Savings Accounts</b>	<p>Flexible Savings Accounts for out-of-pocket medical expenses and dependent care are available at employee's option.</p>
<b>Life Insurance</b>	<p>District-paid life insurance with maximum benefit amount of 1.5x employee's annual salary, capped at \$50,000 (1 month waiting period).</p>
<b>Retirement</b>	<p>CalPERS Local Miscellaneous Retirement Plan:</p> <p>(1) <u>New (PEPRA) Member</u> (<i>Employees who establish CalPERS membership or membership in reciprocal system on or after January 1, 2013</i>): 2% @ age 62 pension formula. Employees will receive the retirement benefit as outlined in the Calif Public Employees' Pension Reform Act of 2013.</p> <p>(2) <u>Classic Member</u> (<i>Employees who established CalPERS membership (or membership in reciprocal system) before January 1, 2013</i>): 2.5% @ age 55 pension formula, vested after five years.</p>
<b>Deferred Compensation Plans</b>	<p>457 Plan available at employee's option.</p>

# SAN BENITO COUNTY WATER DISTRICT



## Field & Office Employees Summary of Benefits Revised July 1, 2023

<b>Vacation</b>	<p>Accrual of paid vacation time off every pay period, with accrual limitations. Six month waiting period for use.</p> <p>Accrual amount based on years of service with District, as follows.                      1-5 years of service: 10 days (80 hours) vacation per year                      6-10 years of service: 15 days (120 hours) vacation per year                      11-15 years of service: 17 ½ days (140 hours) vacation per year                      16-19 years of service: 20 days (160 hours) vacation per year                      20+ years of service: 22 days (176 hours) vacation per year</p>
<b>Sick Leave</b>	<p>New employees are granted 96 hours of paid Sick Leave per year, accrued at the rate of 3.69 hours per pay period. 90-day waiting period for use. Maximum accrual of 1,040 Sick Leave hours.</p> <p>Unused Sick Leave eligible for conversion may be converted to extra compensation, contribution to deferred compensation, or vacation annually.</p>
<b>Personal Leave</b>	<p>New employees are granted 16 hours of paid Personal Leave per year, accrued at the rate of 0.62 hours per pay period. Six month waiting period to earn and use. At the end of the year, accrued, unused personal leave will be converted to sick leave and carried over to the following year.</p>
<b>Bereavement Leave</b>	<p>Up to three paid days of Bereavement Leave, and two unpaid days of Bereavement Leave per event. Employees may use accrued paid leave to receive pay on unpaid Bereavement Leave days.</p>
<b>Holidays</b>	<p>13.5 paid holidays per year.</p>
<b>Incentive Pay (Continuing Education (CEUs) &amp; Technical Certificates)</b>	<p>Incentive Pay for:</p> <ul style="list-style-type: none"> <li>• Completion of job-related, continuing education units for training in areas directly applicable to current position, and</li> <li>• Completion of technical certifications not required for an employee's position.</li> </ul>
<b>Training</b>	<p>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.</p>
<b>Education Loan Assistance and Class A Drivers' License Training Loan Forgiveness</b>	<p>The District offers loan assistance up to \$1,500 per employee per contract period for qualifying training or education programs related to career advancement.</p>

# SAN BENITO COUNTY WATER DISTRICT



## Field & Office Employees Summary of Benefits Revised July 1, 2023

	<p>The District offers loan assistance up to \$8,000 for employees in Maintenance Trainee and Maintenance I classifications toward Class A Drivers' License training programs. For Class A training program loans only, one-quarter of the loan is forgiven upon completion of each year of service with the District following obtaining and maintaining a Class A license.</p>
<p><b>Retiree Health Benefit</b></p>	<p>Employees with at least 10 years of District service who take a CalPERS service retirement within 120 days of separation from the District, receive a monthly District contribution towards retiree health. Benefit ranges from \$100 - \$348 per month in retirement.</p>
<p><b>Employee Assistance Program (EAP)</b></p>	<p>The District provides and pays for an Employee Assistance Program through ACWA/JPIA (1 month waiting period).</p>