

YUIMA MUNICIPAL WATER DISTRICT
BENEFIT SUMMARY
EFFECTIVE 01/01/2016

HEALTH INSURANCE: The District currently offers a choice of Anthem Blue Cross Classic PPO, CalCare HMO or Kaiser Permanente. The District pays up to the CalCare HMO premium level towards health insurance for employees and their dependents. Employees can choose plans annually during the open enrollment period. Employees become eligible for this benefit the first day of the month following 30 days of employment. Effective July 1, 2009 the District offers a monthly opt-out payment for employee health insurance upon proof of other coverage and within the ACWA rules for selecting this option.

DENTAL INSURANCE: The District provides dental the ACWA/JPIA Delta Dental Plan and pays 100% of the premium for the employee and their dependent(s). Employees become eligible for this benefit the first day of the month following 30 days of employment.

VISION SERVICE PLAN: The District provides vision care through the ACWA/JPIA Vision Service Plan and pays 100% of the premium for the employee and their dependent(s). Employees become eligible for this benefit the first day of the month following 30 days of employment.

LIFE INSURANCE: Life Insurance is provided with a benefit of two (2) times the employee's annual salary up to a maximum of \$200,000, with Accidental Death and Dismemberment (AD&D) coverage. Employees become eligible for this benefit the first day of the month following 30 days of employment

PENSION PLAN:¹ The District contracts with the California Public Employees Retirement System (CalPERS):

- 3% @ 60 benefit formula for Classic Members
(Employee contribution rates as of 7/1/2016: 8%)
- 2% @ 62 benefit formula for New Members, hired on or after 01/01/2013.
(Employee contributes 6.250%)

The District does not participate in the Social Security System.

DEFERRED COMPENSATION: The district currently offers an IRS Section 457 Deferred Compensation Plan with CalPERS 457 and Variable Annuity Life Insurance Company (VALIC), on an individual voluntary basis. Employee is eligible to begin making contributions after 6 months of continuous employment.

HOLIDAYS: The District observes the following holidays.

New Year's Day - January 1	Martin Luther King Day - third Monday in January
Presidents Day - third Monday in February	Columbus Birthday - second Monday in October
Memorial Day - Last Monday in May	Thanksgiving Day - fourth Thursday in November
Independence Day - July 4	Day after Thanksgiving - Friday after Thanksgiving
Labor Day - First Monday in September	Christmas Day - December 25 th
Two Floating Holidays - to be selected by employee	

Floating holidays are added on the first pay period in February and September. If a holiday falls on a Saturday, the proceeding Friday will be observed. If any holiday falls on a Sunday, the following Monday will be observed.

VACATIONS: Regular full-time employees accrue vacation hours from date of hire. The annual accumulation is based on completed years of service. Vacation may be taken the first day following the completion of 1-year service.

- 12 working days vacation annually after completing one through 5 years of service. (Max 144 hrs)
- 15 working days vacation annually after 5 years of continuous service.(Max 180hrs)
- 18 working days vacation annually after 10 years of continuous service. (Max 216 hrs)
- 21 working days vacation annually after 15 years of continuous service. (Max 252 hrs)
- 22 working days vacation annually after 22 years of continuous service, plus 1 day for each year over 22. (Max 1.5 times annual accrual hours)

Employees are permitted to take all or a portion of their vacation each year and to accumulate vacation time up to a maximum of 150 percent of one years' eligibility. Accumulation in excess of 150% must be authorized by the General Manager.

¹ Adopted 12/13/01 Resolution 834-01

SICK LEAVE: The District offers a sick leave accrual rate of 12 days per year. Unused sick leave may be accumulated from year to year.

WORKERS COMPENSATION: The district is insured with ACWA/JPIA for work related injuries.

STATE DISABILITY PROGRAM: Disability Insurance is administered by State of California (SDI) to help protect against wage loss because of a non-occupational illness or injury in which all accrued time has been exhausted. Employees pay for disability insurance coverage through payroll deduction at rates set by the State.

UNEMPLOYMENT INSURANCE: Unemployment insurance is payable to employees who have met all of the eligibility requirements of the law. No cost to employee.

EMPLOYEE RECOGNITION PROGRAM: The District provides an Employee Recognition Program to recognize, motivate, and reward accomplishments and contributions of its employees.

FIELD EMPLOYEES ALSO RECEIVE:

SAFETY BOOTS: Field employees are reimbursed up to a maximum of \$200.00 per fiscal year for safety boots and insoles. Proof of purchase required.

UNIFORMS: It is the District's policy that field employees shall wear complete uniforms during regular working hours and while on duty. Employees are encouraged to appear neat in appearance, especially when dealing with the public. All field employees are supplied with District Uniforms. Uniforms are provided and laundered by uniform company of the District's choice at no cost to the employee. Under the optional pant reimbursement program a reimbursement is provided in the amount of \$169/yr. with proof of purchase. This is offered to those who wish to purchase, launder and wear their own blue denim pants. The Operations Manager is eligible for the optional shirt reimbursement program in the amount of \$104/year with proof of purchase. The District purchases one (1) uniform jacket for its field employees, which is laundered by the employee and is his/hers to keep at termination with the District. Uniform jackets will be replaced at the discretion of the Operations Manager based on conditions and wear (under normal conditions, not more frequently than once every four years).

STAND-BY PAY: Employees assigned stand-by duty shall receive an hourly rate in an amount established by the Board for all non-worked/non-paid hours while on call. (Presently \$ 2.00/hr.) Effective 7/1/04

MEAL ALLOWANCE: Field Employees will be paid a dinner meal allowance (currently \$5.00) if overtime exceeds two hours worked from 4:30 to 6:30 p.m. Meal allowance will be paid from notation on time card. If a receipt for the meal is presented it will be considered reimbursement up to the amount of \$5.00 whichever is less.