

YUIMA MUNICIPAL WATER DISTRICT
BENEFIT SUMMARY
EFFECTIVE 07/01/2023

HEALTH INSURANCE: The District currently offers a choice of Anthem Blue Cross Classic PPO or CalCare HMO. 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 on 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 on 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 on 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: ¹The 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 PEPRA members
(Employee contributes 7.75%)

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. Employees are eligible to begin making contributions after 6 months of continuous employment.

ALTERNATE WORK SCHEDULE: The District currently observes a 4/10 work schedule. Work hours are Monday – Thursday 6:00 a.m. to 4:30 p.m.

HOLIDAYS: The District observes the following paid 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 Eve – December 24 th
Two (8 hour) Floating Holidays - to be selected by employee	Christmas Day - December 25 th

Floating holidays are added on the first pay period in February and September. If a holiday falls on a Saturday, the preceding 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 6-months service.

- 96 hours of vacation annually after completing one through 5 years of service
- 120 hours of vacation annually after 5 years of continuous service
- 144 hours of vacation annually after 10 years of continuous service
- 168 hours of vacation annually after 15 years of continuous service
- 176 hours of vacation annually after 22 years of continuous service, plus .67 hours per month for each year after of continuous employment up to 25 years

¹ Adopted 12/13/01 Resolution 834-01

- After 25 years of continuous employment the vacation earnings rate is capped at 16.67 hours per month (200 hours per year)

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 (150%) of one year's eligibility. Accumulation in excess of 150% must be authorized by the General Manager.

SICK LEAVE: The District offers a sick leave accrual rate of 96 hours per year. Unused sick leave is 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.

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.)

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. *and* the District does not provide meals. Meal allowance will be paid from notation on timecard. If a receipt for the meal is presented it will be considered reimbursement up to the amount of \$5.00 whichever is less.