

# Joshua Basin Water District Benefit Summary

(As of January 1, 2019)

Full time regular employees who work 40 hours per week.

## Paid Time Off Benefits:

Vacation		Additional Paid Time Off	
Years of Service	Annual Accrued Vacation Hours		
1-4	80	Holidays	12 paid per year (3 days are floating)
5-10	120	Sick Leave	8 hours per month
11 and on	160	Bereavement	24 hours per occurrence
Max accrual = 2 year annual accrual rate		Jury Duty	Paid if summoned

## Retirement Plans:

California Public Employees Retirement System (CalPERS)	Tier I Classic — Hired before 1/1/2013 Formula 2% @ 55 Employer Rate – 9.599 % Employee Rate – 7.0 %	PEPRA — Hired after 1/1/2013 Formula - 2% at 62 Employer Rate – 6.908 % Employee Rate – 6.50 %
457 Deferred Compensation	This is a voluntary deferred compensation plan. The District matches 10% of an employee's annual contribution, up to the \$700 cap.	

## Health Benefits:

<b><u>The District contributes up to a \$1800 monthly cap for eligible Health Benefits.</u></b>	
Medical, Dental, and Vision insurance benefits become available on the 1 <sup>st</sup> of the month following the completion of the 30 days of employment. Costs incurred above the employer contribution are paid through payroll deduction. See HR for more details.	
<b>Medical</b>	5 Medical Plans to Choose From: <ul style="list-style-type: none"> <li>4 Anthem Blue Cross Medical Plans (PPO and HMO options)</li> <li>1 Kaiser HMO Medical Plan</li> </ul>
<b>Dental</b>	<ul style="list-style-type: none"> <li>Delta Dental PPO</li> </ul>
<b>Vision</b>	<ul style="list-style-type: none"> <li>VSP Vision Plan</li> </ul>

## Life Insurance:

<b>Life Insurance</b>	The District sponsors a life insurance policy equal to twice your annual salary.
<b>Dependent Life</b>	You may elect dependent life insurance up to \$5000 at a nominal cost.

## Employee Assistance Plan (EAP):

<b>MHN</b> <i>A Health Net Company</i>	JBWD sponsors an EAP to assist employees who are in need of legal services, work/life problem solving support, financial services, identity theft recovery services, emotional support, and more. There is no charge for covered services and all services used are completely confidential.
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## Voluntary Plans:

<b>Colonial Life</b>	This is a voluntary program in which you may elect to purchase additional plans such as short and long-term disability, life insurance, accident coverage policies, critical care policies, etc. through payroll deduction.
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