

Joshua Basin Water District Benefit Summary

(Effective July 2024)

Full-time regular employees who work 40 hours per week. See HR for more details.

Paid Time Off Benefits:

Vacation			Additional Paid Time Off	
Years of Service	Hours Accrued Per Pay Period		Holidays	14 per year (4 days are floating)
	Non-Exempt	Exempt	Sick Leave	3.693 hours per pay period
1 - 4	3.08	4.62	Bereavement	Max 40 hours per occurrence
5 - 10	4.62	6.15	Jury Duty	Paid if summoned
11 +	6.15	7.69		
Max accrual = 2-year annual accrual rate				

Retirement Plans:

California Public Employees Retirement System (CalPERS)	Classic – 2% @ 55 Hired before 1/1/2013	PEPRA – 2% at 62 Hired after 1/1/2013
	CalPERS enrollment is mandatory.	
457 Deferred Compensation	The District matches 50% of an employee’s annual contribution up to a \$1600 annual cap. 457 enrollment is voluntary.	

Health Benefits:

Medical, Dental, and Vision insurance health benefits become available on the 1st of the month after completing 30 days of employment. The District provides a monthly contribution for health care premiums, and the employee is responsible for any premiums exceeding the contribution through payroll deduction.

The maximum 2024 District contribution is: **\$2,261.18**

2024 Medical Costs	Single	2-Party	Family
Anthem Blue Cross Classic PPO	\$775.36	\$1,550.72	\$2,054.70
Anthem Blue Cross Advantage PPO	\$682.31	\$1,364.62	\$1,808.12
Anthem Blue Cross CalCare HMO	\$954.71	\$1,909.42	\$2,529.98
Anthem Blue Cross Value HMO	\$879.38	\$1,758.76	\$2,330.35
Kaiser HMO	\$740.13	\$1,480.26	\$2,057.56
2024 Dental/Vision Costs	Single	2-Party	Family
Delta Dental PPO	\$47.86	\$101.16	\$182.44
VSP Vision Plan	\$21.18	\$21.18	\$21.18

Life Insurance & Long-Term Disability (LTD):

Life Insurance	The District sponsors life insurance for regular full-time employees. Limitations apply.
Dependent Life	Eligible employees may elect a \$20,000 dependent life insurance policy at the for a nominal cost through payroll deduction.
LTD	The District sponsors long-term disability insurance for regular full-time employees.

Other Plans:

Employee Assistance Plan	The District 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.
Colonial Life	This is a voluntary employee-sponsored program in which eligible employees 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.