

2011
UNITED WATER CONSERVATION DISTRICT
SUMMARY OF BENEFITS
NON-EXEMPT EMPLOYEES

- **Retirement**

Through CalPERS the District provides 2.5 percent per year worked with United of the single highest year of compensation with the District upon reaching the age of 55. The District pays the employee contribution to CalPERS (eight percent of the employee's salary), in addition to the employer's contribution.

- **Group Health Insurance**

Regular, full-time employees are eligible to participate in group medical benefits offered through CalPERS. The District pays an amount equal to 100 percent for employee and 60 percent for dependent coverage for a mid-priced HMO offered by CalPERS in a given year. In 2011 the District paid \$434 per month for a staff member participating as "employee-only"; it paid \$695 per month for an employee plus one covered dependent; and it paid \$851 per month for an employee plus multiple covered dependents.

- **Dental/Vision Insurance**

Regular, full time employees and their dependents are eligible to receive dental and vision benefits. The full cost (100 percent) of this insurance is paid by the District. In 2011 the cost of this policy is \$33.48 per month for employee-only, \$70.42 per month for an employee plus one covered dependent, and \$129.12 per month for an employee plus multiple covered dependents. The cost of vision coverage is \$17.26 per month per employee.

- **Group Life Insurance**

The District provides a life insurance policy equivalent to one and one-half times the annual salary of each employee up to a maximum of \$100,000.

- **Flexible Benefit Plan-AFLAC**

This plan allows pre-tax dollars to be withheld for reimbursement to pay for selected benefits such as dependent care and unreimbursed medical expenses not covered by the District. Employees pay the full amount of this coverage.

- **Deferred Compensation Program**

All District employees are eligible to participate in one of two District-sponsored 457(b) deferred compensation programs. The District does not contribute to these plans on behalf of employees.

- **Vacation Accrual – Non-Exempt**

Full-time District non-exempt employees accrue 80 hours of vacation per year from commencement of employment through five years of employment, and 120 hours of vacation is accrued per year for years six through ten of employment. The years 11 through 15 of employment, accrual is 120 hours plus one day (8 hours) of vacation per year for each year of employment after 10 years. After 15 years of employment 20 days (160 hours) of vacation are accrued per year.

- **Sick Leave – Non-Exempt**

Full-time District non-exempt employees accumulate sick leave at the rate of 3.69 hours per pay period, for a total of 12 days per year.