



Benefit Summary

Employee Group	General Unit
Representation	International Brotherhood of Electrical Workers (IBEW)
Contract Date	July 1, 2016 - June 30, 2019
Health and Welfare	
Benefit Level	Full Time (40 hours per week)
Medical/Dental/Vision	Employee Only \$675/month Employee+1 \$1,350/month Family \$1,755/month *all amounts above cover the average cost of the health plan premiums. *any unused allocation of the monthly benefit amount above may be applied to the 457 (b) plan.
Life Insurance Employer Paid	\$65,000 for employee \$10,000 for employee's spouse \$5,000 for employee's child
Supplemental Insurance	AFLAC Supplemental Insurance plans available on a voluntary basis
Leave Provisions	
Vacation Leave	1-5 years of employment = 10 days per year 6-10 years of employment = 15 days per year 11 years & more = 20 days per year *one-time bonus of 40 hours after 10 years of service
Sick Leave	3.70 hours/accrue each pay period
Bereavement Leave	Up to 5 days leave per immediate family member
Holidays	10 holidays per year
Floater Leave	3 floating holidays per year
Catastrophic Sick Leave	Employees who suffer a catastrophic injury/illness where they are expected to be incapacitated for an excess of 10 days are eligible to use the catastrophic leave plan if enrolled.

Retirement	
CalPERS Tier 1 (Hired prior to 1/1/2013, reciprocity provision may apply)	2% @ age 60, employee pays 7.00%
CalPERS Tier 2 (Hired on or after 1/1/2013, reciprocity provision may apply)	2% @ age 62, employee pays 8.00%
Retirement - Other	
457 (b) Deferred Compensation	District contributes a matching amount up to \$125 per pay period
Conversion of Accrued Sick Leave	Employees with an excess of 400 hours of sick leave are eligible to convert sick leave (up to 5.75 hours per pay period) to their 457 (b) based on the maximum contribution amounts allowed by the 457 (b) regulations.
Other Benefits	
Training and Membership Dues	After 6 months of employment and with prior approval, employees may attend seminars or special education events at the District's expense.
Boot Allowance	\$300 allowance each July for steel toe safety boots
Certification Reimbursement	Once a certification is received in an approved category, employees shall be reimbursed by the District for all applicable testing and renewal fees.
Compensatory Time	Eligible to accrue up to 40 hours of compensatory time each year. Any compensatory hours not used by October 31 st each year will be cashed out at employee's current rate of pay.
Flexible Spending Account (Medical Expense Reimbursement Plan)	Employees are eligible to set aside a portion of their earnings to pay for qualified expenses.
Jury Duty	Compensated for up to 160 hours per year at employee's regular rate of pay. Eligible to utilize sick or vacation pay beyond the 160 hours.
Overtime Pay	Paid at 1½ times of hourly pay over 40 hours worked in a week.
Standby Pay	Water & Sewer Departments – Three regular hours daily for stand-by assignment. Public Works & Environmental Control Departments – Two regular hours daily for stand-by assignment. Employee Scheduled Non-Workday – Four regular hours daily for stand-by assignment.
Uniforms	The District furnishes uniforms to most employees in the water and wastewater divisions.