

## Yuba Water Agency Employee Benefits Summary

<b>WORK WEEK:</b>	80 hours in a two week pay period. Paid bi-weekly
<b>VACATION:</b>	1 ¼ days (or 10 hours) accrues for each month worked. Plus 1 day per year accrued on the last day of February. After 10 years of service an additional 5 days (or 40 hours) will be added per year. An employee is entitled to an extra weeks' vacation every 5 <sup>th</sup> year of employment ("5-year service anniversary vacation") and will accrue on July 1 <sup>st</sup> . This must be taken in the same fiscal year. Vacation may be accumulated to a maximum equal to two times the individuals' yearly earning rate.
<b>SICK LEAVE:</b>	1 ¼ days (or 10 hours) accrues for each month worked, with a total accumulation unlimited. Payoff of 45% after 10 years of service upon retirement, separation of employment or death, up to a maximum of 1040 hours. Credit for unused sick leave may be converted to additional service credit upon retirement.
<b>HOLIDAYS:</b>	New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day and the following day, Christmas Eve (floating), Christmas Day, Employee's Birthday, Personal (Cultural) Holiday (taken each year).
<b>MEDICAL INSURANCE:</b>	Basic medical insurance coverage under a HMO or Preferred Provider Plan (PPO), including Dental and Vision coverage. The Agency will contribute up to a maximum of the mid-level plan for coverage towards employee's monthly medical premium, including all dependents. Dental and Vision coverage for employee and dependents is fully covered by the Agency.
<b>LIFE INSURANCE:</b>	Basic life protection (\$50,000) provided by the Agency. Small policy for dependents at employee's cost.
<b>RETIREMENT:</b>	<p>"Classic Members" (employees hired on or before 12/31/2012) to CalPERS – 2%@55 at the highest 12 months of earnings if hired within six month of employment with another CalPERS agency or a public agency that has "reciprocity" with CalPERS, as required by the California Public Employees' Pension Reform Act of 2013.</p> <p>"New Members" (employees hired on or after 1/1/2013) to CalPERS – 2%@62 at the average highest 36 months of earnings.</p>
<b>RETIRED ANNUITANT MEDICAL COVERAGE:</b>	After completing 10 years of service with the Agency, and upon retirement, medical coverage is paid for Employee +1 (up to a maximum of \$1,700/month).

- EMPLOYER PAID MEMBERSHIP CONTRIBUTION:** “Classic Members” – The Agency will pay 5% of the employee’s 7% contribution to CalPERS (for the 2%@55 benefit).  
“New Members” – Agency will make no contribution toward the employee’s share. “New Members” will pay 6.25% (50% of the normal cost rate to fund the 2%@62 benefit).
- DEFERRED INCOME PLAN:** Agency’s contribution in lieu of Social Security covers all regular employees. Optional deferred income plan allowing sheltering of current income for payment later as a supplemental income is available. Maximum calendar year employer & employee contribution is based on Federal mandated limits.
- SOCIAL SECURITY:** Full/part time permanent employees subject to Medicare Tax only. Temporary Employees subject to both Social Security and Medicare Tax.
- AGE LIMITS:** No mandatory retirement age.
- PHYSICAL EXAM:** Examination and drug test may be required upon conditional appointment.
- CRIMINAL RECORD:** A background check may be reviewed upon conditional appointment. A criminal record is not an automatic bar to employment. Each circumstance will be viewed individually.