WORK WEEK
80 hours in a two-week period. Paid bi-weekly. Flexible, alternative and telework schedules available depending on the type of position.

VACATION
12.66 hours accrued for each month worked. Accrual increases with years of service as follows:

- 0-9 years – 152 hours (yearly maximum vacation accrual is 304)
- 10-19 years - 192 hours (yearly maximum vacation accrual is 384)
- 20+ years - 232 hours (yearly maximum vacation accrual is 384)

Employees earn an extra day (8 hours) of vacation after each year that they work. Service anniversary leave must be used in the same fiscal year that it is earned. Vacation may be accumulated to a maximum equal to two times the individuals’ yearly earning rate.

SICK LEAVE
10 hours accrues for each month worked with no limit on total accumulation. The agency pays out up to 45% after 10 years of service upon retirement, separation or death, up to 1040 hours but up to 100% of unused sick leave can be converted to additional service credit upon retirement.

HOLIDAYS

HEALTH INSURANCE
The agency pays the full cost of basic medical insurance coverage under a Health Maintenance Organization (HMO) or Preferred Provider Plan (PPO), including dental and vision coverage. Yuba Water 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.

LIFE INSURANCE
Basic life insurance ($50,000) is provided by the agency.
RETIREMENT
All employees receive California Public Employees’ Retirement System (CalPERS) retirement. CalPERS members are vested after five years. Classic CalPERS members (hired before Dec. 31, 2012) earn 2% at 55 at the highest 12 months of earnings if hired within six months 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. The agency pays 5% of classic employee’s 7% contribution.

New CalPERS members (hired on or after Jan. 1, 2013) earn 2% at 62 at the average highest 36 months of earnings. New members pay 6.75%, which is half of the normal cost rate to fund the 2% at 62 benefit. The agency does not make any contribution toward new member share for CalPERS, but instead contributes to a deferred income plan for all employees.

DEFERRED INCOME PLAN
In lieu of Social Security, the agency contributes 7.65% toward a deferred income plan, which covers all regular employees. Optional deferred income plan allowing sheltering of current income for payment later as a supplemental income is available. Maximum annual contributions are based on federally-mandated limits.

SOCIAL SECURITY
Full and part-time permanent employees subject to Medicare Tax only. Temporary employees are subject to both Social Security and Medicare Tax.

RETIRED ANNUITANT MEDICAL COVERAGE
After completing 10 years of service with the agency and upon retirement from CalPERS, retiree medical coverage is paid for employee and dependents, up to $1,850 per month.

BACKGROUND CHECK
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.

PHYSICAL EXAM
A physical examination and drug test may be required upon conditional appointment.