



KINGS RIVER CONSERVATION DISTRICT

Summary of Benefits¹

HEALTH & WELFARE

ANNUAL VALUE: \$9700+

The following benefits are provided to full-time employees of the District and their eligible dependents. Coverage begins on the first of the month following one (1) full calendar month of employment.

MEDICAL INSURANCE

Choose between 5 Anthem/Blue Cross Plans or 2 Kaiser Options
(MANDATORY PARTICIPATION FOR EMPLOYEES)

Premiums: The District pays 100% of the premium for the employee and 50% of the premium for dependents.

DENTAL INSURANCE

(Delta Dental)

(MANDATORY FOR EMPLOYEES AND DEPENDENTS)

Premiums: The District pays 100% of the premium for the employee and their eligible dependents.

VISION INSURANCE

(VSP)

(MANDATORY FOR EMPLOYEES AND DEPENDENTS)

Premiums: The District pays 100% of the premium for the employee and their eligible dependents.

EMPLOYEE ASSISTANCE PROGRAM

(MANDATORY FOR EMPLOYEES AND DEPENDENTS)

Premiums: The District pays 100% of the premium for the employee and their eligible dependents.

RETIREMENT PLANS

ANNUAL VALUE: UP TO 9% OF GROSS SALARY

**MONEY PURCHASE PENSION PLAN OR 457 DEFERRED COMP
UNION PENSION PLAN FOR REPRESENTED FLOOD UNIT EMPLOYEES**

Based on the employee's annual gross regular salary, employee makes a contribution of up to 9% which is matched by up to 9% contribution by the District. (Match begins upon successful completion of six (6) months service.) 457 Participants may contribute more than 9%, to IRS limits.

¹ Annual Values of Health and Welfare Benefits are based on one person coverage. Value increases for family coverage.

(Over)

PAID LEAVES

ANNUAL VACATION

Vacation time accrues bi-weekly, and is first available for new employees to use after six (6) months of employment in accordance with the following schedule:

<u>Years of Service</u>	<u>Working Days of Vacation</u>
1-3	10 (20 maximum)
4-10	15 (30 max)
11-15	18 (36 max)
16-20	20 (40 max)
21-24	22 (44 max)
25 - up	23 (46 max)

SICK LEAVE

Sick leave is established at one (1) day per month. An employee shall be paid for a portion of unused sick leave upon termination of employment, retirement, or death based on continuous full years of uninterrupted service.

<u>Years of Service</u>	<u>Compensation Percentage</u>	<u>Years of Service</u>	<u>Compensation Percentage</u>
1-5	0	13	41.03%
6	11.11%	14	42.86%
7	19.05%	15	44.44%
8	25.00%	16	45.83%
9	29.63%	17	47.06%
10	33.33%	18	48.15%
11	36.36%	19	49.12%
12	38.89%	20	50.00%

HOLIDAYS

Employees are entitled to the following holidays:

1. New Year's Day (January 1)
2. President's Day
3. Memorial Day
4. Independence Day (July 4)
5. Labor Day
6. Veteran's Day (November 11)
7. Thanksgiving Day
8. Day after Thanksgiving
9. Christmas Eve (December 24)
10. Christmas Day (December 25)
11. One (1) Floating Holiday per calendar year

BEREAVEMENT LEAVE

Employees receive up to three (3) days paid bereavement leave in the event of the death of certain family members.