



KINGS RIVER CONSERVATION DISTRICT

Summary of Benefits¹

HEALTH & WELFARE

ANNUAL VALUE: \$13,708+

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 BENEFITS

Medical insurance coverage is a benefit provided to retirees who have completed 10 years of service with KRC D and attained 60 years of age. The District pays for 100% of the retiree's premium and 50% of their eligible dependents.

FLEXIBLE SPENDING ACCOUNT (FSA) AND HEALTH SAVINGS ACCOUNT (HSA)

The District provides pre-tax FSA and HSA accounts you can use to pay for out of pocket healthcare expenses. The District contributes an annual amount to the employee's health savings account.

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

RETIREMENT PLANS

ANNUAL VALUE: UP TO 9% OF GROSS SALARY

401(a) PENSION PLAN OR 457 DEFERRED COMPENSATION 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.

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)

VACATION BUY BACK

An employee may cash out accrued vacation leave up to forty (40) hours total per year.

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.

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. Two (2) Floating Holidays 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.

VOLUNTARY BENEFITS

Voluntary benefits such as AFLAC and LegalShield/ID Shield are available to employees. Many of the premiums for the benefits can be payroll deducted on a pre-tax basis. In addition, employees are eligible for membership at Noble Credit Union and have access to discounted prices on Dell computer products, Wild Water Adventure Park tickets, and other attractions through Tickets at Work.