San Juan Water District
List of Employee Benefits
Effective January 1, 2013

Health, Dental and Vision Insurance

Health Insurance – Tier 1: District paid benefit (up to Blue Shield family premium amount) covering Employee and dependent(s) with post-employment health paid in accordance with CalPERS 5 year vesting schedule; Tier 2 (2/2009): District paid benefit (up to Blue Shield family premium amount) covering Employee and dependent(s) with post-employment health paid in accordance with CalPERS 10-20 year vesting schedule

Dental Insurance – District and Employee paid benefit covering Employee and dependent(s); District pays 100% Employee and 75% dependent(s) cost; Employee pays 25% dependent(s) cost

Vision Insurance – Self-funded District paid benefit allows reimbursement up to $200 every two years for Employee and dependent(s)

Paid Leave

Vacation – 96 hours (starting) to 240 hours (after 26 years of employment) per year depending on length of employment

Sick Leave – 96 hours per year

Holidays – 11 days per year plus one floating holiday

Life and Disability Insurance

Life Insurance – District paid benefit of term insurance equal to one-times annual salary

Short Term Disability Insurance – District paid benefit covering 70% of salary, up to $1,400 per week; 7 day waiting period

Long Term Disability Insurance – District paid benefit covering 66 2/3% of salary, up to $9,000 per month; six month waiting period (see short-term disability)

Retirement and Social Security

Retirement – Tier 1: CalPERS 3% @ age 60 based on single highest year with 8% Employee Contribution; Tier 2 (2/2009): CalPERS 3% @ age 60 based on highest 3-year average with 8% Employee Contribution; Employees hired on or after 1/1/2013 may be covered in accordance with PEPRA under 2% @ 62 formula if have not previously been a public pension system participant or have been a participant in one without reciprocity to CalPERS or have taken a break in service of more than six months outside CalPERS

Deferred Compensation – Employee contributed, voluntary benefit with a choice of two Deferred Compensation Plans (Section 457)

Social Security – District participates in social security with both District and Employees contributing

Voluntary Benefits and Insurance

Section 125 Cafeteria Plan – Employee contributed, voluntary benefit allows contribution and reimbursement of medical and/or dependent care expenses in accordance with IRS guidelines

AFLAC Insurance – Employee contributed, voluntary benefit offers supplemental insurance