



CBWCD Full-Time Employee Benefit Listing

Retirement

CBWCD contracts with California Public Employees' Retirement System (CalPERS) for retirement benefits. For employees hired before December 31, 2012, the district's retirement formula is 2% at 60, provided for full-time and part-time staff working at least 1,000 hours per fiscal year. As a result of pension reform legislation, employees hired after December 31, 2012 will be subject to a retirement formula of 2% at 62.

Participation in a 457 deferred compensation plan is available through CalPERS Deferred Compensation Plan. Enrollment is voluntary and 100% employee-paid.

Medical

The District provides medical benefits for full-time staff through ACWA-JPIA with choices from Kaiser HMO and a variety of Anthem Blue Cross plans. The District will pay a max of \$1,950.50 a month for health (medical, vision, dental) for full-time employees. Employees must cover any costs above the \$1,901.31 monthly District cap. Eligible part-time staff is allowed up to \$350 reimbursement for medical insurance upon proof of payment.

Dental

Dental insurance is provided by Delta Dental for full time staff and is included in the \$1,901.31 health benefit monthly allowance provided by the District.

Vision

Vision insurance is provided by VSP for full time staff and is included in the \$1,901.31 health benefit monthly allowance provided by the District.

Life, Accidental Death & Dismemberment Insurance

Life insurance is 100% paid by the district providing \$50,000 for full-time staff with an additional Accidental Death and Dismemberment coverage available at the employees' expense.

Long / Short Term Disability

Long and short-term disability insurance is 100% paid by the district for full-time staff.

Holidays

The District provides full-time employees twelve paid holidays per year.

Vacation

Full-time CBWCD employees earn vacation time according to the following schedule:

- Full-Time Employees: 80 hours accrued per year, years one through five.
- After five years of service, 120 hours per year are accrued.
- From year six and on, eight more hours are accrued for each year of service, up to a maximum of 160 hours.

Part-Time Employees: Not eligible for paid vacation.

Sick Leave

All regular full-time employees accrue sick leave at the rate of 10 days per year and may accrue up to maximum of 22 days.