



# CHINO BASIN WATER CONSERVATION DISTRICT EMPLOYEE BENEFITS SUMMARY

## **Retirement**

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The Chino Basin Water Conservation District (District) contracts with the California Public Employees' Retirement System (CalPERS) for retirement benefits. For employees in CalPERS prior to January 2013, the retirement formula is 2.0% at 60 and the District pays the employee portion of the CalPERS benefit. For employees not in CalPERS prior to January 2013, the retirement formula is 2.0% at 62 and the employee pays 7.75% of the CalPERS benefit. This is provided for full-time and part-time staff working at least 1,000 hours per year.

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

## **Health Coverage (Medical / Vision / Dental)**

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The District offers medical, vision, and dental health coverage for full-time staff through the Association of California Water Agencies Joint Powers Insurance Authority (ACWA-JPIA). Medical insurance choices include Kaiser HMO and a variety of Anthem Blue Cross individual and family plans. Vision coverage is provided by VSP and dental coverage is provided by Delta Dental. The District funds up to \$2,223.27 a month for health coverage and employees are responsible for paying the balance over that amount.

Eligible part-time staff are allowed up to \$350 reimbursement for medical insurance upon proof of payment.

## **Life, Accidental Death & Dismemberment Insurance**

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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**

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

## **Employee Assistance Program & Wellness Program**

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Employees and family members receive professional confidential assistance with mental health awareness, dependent care and daily living resources, counseling sessions, and legal/financial consultation(s).

## **Holidays**

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The District provides full-time employees 12 paid holidays and 2 floating holidays per year.

## **Vacation**

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The District provides full-time employees with 96 hours of annual vacation accrual, increasing to 160 hours after 10 years of services.

Part-Time Employees: Not eligible for paid vacation.

## **Sick Leave**

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All regular full-time employees accrue sick leave at the rate of 80 hours per year and may accrue up to a maximum of 176 hours.

## **Management and Executive Benefits**

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Management and executive staff may be provided additional benefits not here listed.