

**San Juan Water District**  
**List of Employee Benefits**  
**Effective February 1, 2017**

**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 – Delta Dental PPO Plan 3307: 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 – Vision Service Plan (VSP) Plan 3025: District paid benefit for employee and dependents; allows exam and lenses every 12 months; frames every 24 months

**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 PEPR 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