



## Union Public Utility District

### EMPLOYEE BENEFITS

The following provides a summary of the District's benefit package.

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**Retirement Benefits** (Policy Number 2110.5) Provided through the California Public Employees' Retirement System (CalPERS).

**Social Security:** The District participates in Social Security and Medicare.

**Medical Insurance** (Policy Number 2110.1) The District pays for the cost of health insurance for full-time employees and their dependents.

**Dental Insurance** (Policy Number 2110.2) The District pays for the cost of dental insurance for full-time employees and their dependents.

**Vision Insurance** (Policy Number 2110.3) The District pays for the cost of vision insurance for full-time employees and their dependents.

**State Disability Insurance (SDI)** (Policy Number 2110.8) The District participates in the voluntary State Disability Plan.

**457 Savings Plan** (Policy Number 2110.7) District employees may elect to participate in the voluntary 457 Savings Plan.

**Workers' Compensation Insurance** (Policy Number 2110.9) All District employees will be insured against injuries received while on the job as required by State Law.

**Vacation** (Policy Number 2020) Following six months of continuous employment, annual vacation accruals are as follows: 0-2 years = 10 days; 3-7 years = 15 days; 8-24 years = 20 days; 20+ years or more = 25 days

**Sick Leave** (Policy Number 2040) Following one month of continuous employment, annual sick leave accrues at 12 days per year.

**Holidays** (Policy Number 2030) 12 paid holidays, plus one floating holiday per year.

**Bereavement Leave** (Policy Number 2050)

**Jury/Witness Duty** (Policy Number 2060)

**Apprenticeship Program** (Policy Number 2095) Tuition (up to \$3,000) will be offered upon signed contract by employee.

**Bonuses** (Policy Number 2004) The District will give a one-time bonus payment for each Water Treatment or Water Distribution Certification that the employee receives while currently working for Union Public Utility District.

**District-Issued Uniforms and an Annual Clothing Stipend** (Policy Number 2090)