

Browns Valley Irrigation District – Employee Benefits Summary

WORK WEEK

80 hours in a two-week period, paid bi-weekly.

VACATION

3.69 hours accrued for each pay period worked. Accrual increases with years of service as follows:

Years of service 0-5	12 days per year or 3.69 hours per pay period
Years of service 5-10	16 days per year or 4.92 hours per pay period
Years of service 10-15	18 days per year or 5.54 hours per pay period
Years of service 15-20	20 days per year or 6.15 hours per pay period
Years of service 20+	24 days per year or 7.38 hours per pay period

SICK LEAVE

Sick Leave begins accruing on the first day of the pay period following the date of hire. All Employees shall accrue Sick Leave with pay at the rate of 3.69 hours per pay period (8 hours per calendar month).

HOLIDAYS

New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Columbus Day (The District will remain open, but the Employee will receive eight (8) hours of in lieu of "floating vacation" time for working this holiday), Veterans Day, Thanksgiving Day and the day after, Christmas Eve and Christmas Day.

HEALTH INSURANCE

The District will pay 100% of the cost of the Employee-only premium for the ACWA JPIA Anthem Blue Cross Advantage plan. The Employee will pay any difference in excess of the Advantage plan's premium if they elect to enroll in the Classic, or any another available plan. The District will pay an amount equal to the full "Employee-only" premium plus a percentage of the remaining premium toward the "Advantage" family plan of choice.

LIFE INSURANCE

Basic life insurance (\$50,000) is provided by the District for employees.

RETIREMENT

All employees receive California Public Employees' Retirement System (CalPERS) retirement. CalPERS members are vested after five years. Classic CalPERS members (hired before Dec. 31, 2012) earn 2% at 55 at the highest 12 months of earnings if hired within six months of employment with another CalPERS agency or a public agency that has reciprocity with CalPERS, as required by the California Public Employees' Pension Reform Act of 2013.

New CalPERS members (hired on or after Jan. 1, 2013) earn 2% at 62 at the average highest 36 months of earnings.

The District will provide a 10% match to an Employee's 457 deferred compensation contributions.

BACKGROUND CHECK and PHYSICAL EXAM

A background check may be reviewed upon conditional appointment. A criminal record is not an automatic bar to employment. Each circumstance will be viewed individually. A physical examination and drug test may be required upon conditional appointment.