

## *Helix Water District*

### BENEFIT SUMMARY FOR FULL TIME EMPLOYEES (as of 7/1/09)

<b>Medical Insurance</b>	The District offers a choice of Kaiser HMO, Anthem Blue Cross HMO, or Anthem Blue Cross PPO. District pays 100% of premium for employees and dependents.
<b>Dental Insurance</b>	The District offers a choice of 2 plans. District pays 100% of employee and 50% of dependent premium (pre-tax deduction available).
<b>Vision Insurance</b>	The District provides a vision plan through VSP and pays 100% of the premium for employees and dependents.
<b>Life Insurance</b>	Life insurance is 100% paid by the District. Term life of 20 times the monthly salary to a maximum of \$200,000, with additional Accidental Death and Dismemberment coverage.
<b>Long Term Disability</b>	Employee contributes 1/10 <sup>th</sup> of 1% of salary towards LTD premium. This benefit pays 2/3 of salary, up to \$10,000/month, should employee become disabled for an extended period of time. The District does not participate in the State Disability Insurance (SDI) Program.
<b>Retirement</b>	The District contracts with the California Public Employees' Retirement System (CalPERS) with the retirement formula of 2.5% @ 55 years of age. The District is also a Social Security participant.
<b>Retirement Medical Benefits</b>	Based on age and service with the District.
<b>Deferred Compensation</b>	The employee may participate in an optional 457 deferred compensation plan to set aside additional supplemental retirement income. The District matches up to \$500 annually in a 401a plan.
<b>Paid Time Off</b>	The District combines vacation and sick leave accruals into one pool called Paid Time Off (PTO). Accrual starts at 24 days per year and increases after 5 years of service and beyond. PTO cash out is available quarterly based on certain criteria. Upon separation from the District, employee is paid 100% of accrued PTO.
<b>Holidays</b>	12 paid holidays per year, includes 2 floating.
<b>Employee Assistance Program</b>	Personal, financial and legal counseling available to employees and their dependents.
<b>Tuition Reimbursement</b>	Employees may be reimbursed up to \$2,746 annually for qualifying coursework; includes class fees, parking and books.
<b>Parking</b>	Provided by the District at all locations.
<b>Computer Loan Program</b>	Interest-free loan up to \$2,500.
<b>Service Awards</b>	Gifts and recognition at each five-year interval.
<b>Entertainment Discounts</b>	Various attractions in southern California and discounted movie tickets.

*All benefits are subject to modification.*