

## ***Helix Water District***

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

<b><i>Medical Insurance</i></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><i>Dental Insurance</i></b>	The District offers a choice of 2 plans. District pays 100% of employee and 50% of dependent premium (pre-tax deduction available).
<b><i>Vision Insurance</i></b>	The District provides a vision plan through VSP and pays 100% of the premium for employees and dependents.
<b><i>Life Insurance</i></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><i>Long Term Disability</i></b>	District pays 99.9% of LTD premium, which pays 2/3 of salary, up to \$10,000/month, should employee become permanently disabled. District does not participate in the State Disability Insurance (SDI) Program.
<b><i>Retirement</i></b>	The District contracts with the California Public Employees Retirement System (CalPERS) with the retirement formula of 2.5% @ 55 years of age. The employer and employee portions are fully paid by the District. The District is also a Social Security participant.
<b><i>Retirement Medical Benefits</i></b>	Based on age and service with the District.
<b><i>Deferred Compensation</i></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><i>Paid Time Off</i></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><i>Holidays</i></b>	12 paid holidays per year, includes 2 floating.
<b><i>Employee Assistance Program</i></b>	Personal, financial and legal counseling available to employees and their dependents.
<b><i>Tuition Reimbursement</i></b>	Employees may be reimbursed up to \$2,746 annually for qualifying coursework; includes class fees, parking and books.
<b><i>Parking</i></b>	Provided by the District at all locations.
<b><i>Computer Loan Program</i></b>	Interest-free loan up to \$2,500.
<b><i>Service Awards</i></b>	Gifts and recognition at each five-year interval.
<b><i>Employee Functions</i></b>	Picnic, Dinner Dance, Employee Appreciation Breakfast, Children's Holiday Party
<b><i>Employee Newsletter</i></b>	Monthly publication distributed to the employees and retirees of the District.
<b><i>Entertainment Discounts</i></b>	Various attractions in southern California and discounted movie tickets.

***All benefits are subject to modification through the employees' committees' bargaining process and/or health plan contract agreements.***