



Union Public Utility District

EMPLOYEE BENEFITS

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

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 & Certificate Pay (Policy Number 2004) The District will provide a one-time bonus payment for each Water Treatment or Water Distribution Certification, and additional approved certifications obtained while employed with Union Public Utility District. Employees maintaining and utilizing a backflow or cross connection control certificate will receive an additional 2% of their base pay. Employees with a California Commercial Driver's License will also receive an additional 2% of their base pay.

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