



**Solano Irrigation District
Benefits Summary
January 1, 2019 – December 31, 2019**

UNREPRESENTED EMPLOYEES

Unrepresented Employees are “At Will”.

RETIREMENT - District does not participate in Social Security, but 1.45% for Medicare is a mandatory payroll deduction. District participates in the California Public Employees Retirement System (CalPERS).

- Classic CalPERS Members - benefits include equivalency of 2%@60 formula with the following provisions: final compensation is the monthly average of highest 36 consecutive months; and credit for unused sick leave. Employee pays 7% Employee Contribution.
- New CalPERS Members – benefits include equivalency of 2%@62 formula with the following provisions: three-year final compensation period used to calculate the average final compensation; and credit for unused sick leave. Employee pays 6.75% Employee Contribution.

DEFERRED COMPENSATION - 457 plan available. Employee may defer up to the annual maximum, as outlined by the IRS, on a tax-deferred basis.

HEALTH INSURANCE - Plans include Anthem Blue Cross HMO and PPO plans and a Kaiser Permanente plan. Details on each plan can be found on the District’s website. The effective date of coverage is the first day of the month following 30 days of employment. District pays a portion of the premium for employee and dependent coverage with balance of premium paid by employee as follows:

Employee portion shown below is a **MONTHLY** amount.

Coverage Level	KAISER HMO Plan	ANTHEM BLUE CROSS HMO Plans	ANTHEM BLUE CROSS PPO Plans
		Value	Advantage
Employee Only	\$0.00	\$221.81	\$120.76
Employee Plus 1	\$275.56	\$719.18	\$559.77
Employee Plus 2+	\$633.81	\$1,204.26	\$821.93
		CalCare	Classic
Employee Only		\$304.82	\$283.36
Employee Plus 1		\$885.20	\$893.08
Employee Plus 2+		\$1,434.21	\$1,252.80

Premiums are in effect through December 31, 2019.

DENTAL INSURANCE - Dental provider is Premier Access Dental. District pays full premium for both employee and dependents. Dental coverage takes effect on the first day of the month following two full months of employment.

SHORT TERM DISABILITY - District does not participate in the State of California Disability Insurance program. District’s plan is mandatory with employee paying the premium. Weekly benefit is equal to 60% of salary up to a maximum of \$1250 with a zero-day elimination period. Employee is eligible for plan the first of the month following 30 days of employment.

LONG TERM DISABILITY - Benefit is at 60% of salary to a maximum of \$5,000 per month after a 360-day waiting period. Employee is eligible for plan the first of the month following 30 days of employment. Premium is paid by the District.

LIFE INSURANCE - Benefit is equal to 2x annual base salary rounded to the next higher \$1,000, up to a maximum of \$300,000. Premium is paid by the District. Employee is eligible for plan the first of the month following 180 days of employment.

ACCIDENTAL DEATH & DISMEMBERMENT (AD&D) - Benefit is equal to 2x annual base salary rounded to the next higher \$1,000, up to a maximum of \$300,000. Premium is paid by the District. Employee is eligible for plan the first of the month following 180 days of employment.

EMPLOYEE ASSISTANCE PROGRAM (EAP) - District paid program available to employees and their families offering a confidential counseling and referral service.

EDUCATIONAL ASSISTANCE – District reimburses up to \$1,000 per fiscal year for eligible expenses.

FLEXIBLE SPENDING ACCOUNT - Tax deferred payments for dependent care, health care, and certain benefit premiums.

SUPPLEMENTAL INSURANCE PROGRAMS - Employees can purchase a variety of supplemental insurance plans through AFLAC. Employee pays 100% of premium.

HOLIDAYS - 11 scheduled holidays and 1 floating holiday per calendar year.

VACATION - Vacation is accrued bi-weekly at 80 hours per year during the first year through sixth year; 120 hours during the seventh through fifteenth year; and 160 hours during the sixteenth year and every year of service thereafter.

ADMINISTRATIVE LEAVE – Exempt employees receive 80 hours of Administrative Leave per year. Administrative Leave is accrued as vacation.

SICK LEAVE - 12 days per year accrued bi-weekly. Use of Sick Leave is permitted after 90 days of service.

ADMINISTRATIVE LEAVE FOR EXEMPT EMPLOYEES – Exempt employees will be provided with up to 60 hours of Exempt Administrative Leave per calendar year. Employees hired during the calendar year shall receive a pro-rated amount of Administrative Leave – 5.0 hours/month. Administrative Leave has no cash value and must be used during the calendar year. Administrative Leave is not cumulative from year to year, and any remaining balance at the end of the year will be forfeited.

RETIREE HEALTH INSURANCE

Employees are eligible for retiree health insurance benefits as follows:

- 10 years or more of uninterrupted, full-time service = 50% of the District’s monthly contribution for an “Employee Only” plan to be used towards a health plan, or
- 15 years or more of uninterrupted, full-time service = 100% of the District’s monthly contribution for an “Employee Only” plan to be used towards a health plan.

This document is intended as a guide only.

For specific information, please refer to applicable Memorandum of Understanding or Personnel Policies & Procedures.