

FRIANT WATER AUTHORITY
SUMMARY OF BENEFITS
 (As of July 1, 2015)

- 9 Paid Holidays:** New Year's Day President's Day Memorial Day
 Independence Day Labor Day Veterans' Day
 Thanksgiving Day - - and day after Christmas Day
- Vacation:** 0 to 5 years 10 days per year
 5 to 20 years 15 days per year
 20 and over 20 days per year
- Accrual begins on date of hire. Unused vacation over 240 hours is paid out to employee annually.
- Sick Leave:** Regular full-time employees accrue sick leave at the rate of 1 day per month when in a pay status for the majority of the work-days in any calendar month.
- Upon normal or early retirement, an employee will be paid lessor of ½ of accumulated disability leave or 500 hours.
- Health Insurance:** FWA pays 100% of employee premiums and 50% of dependent premiums. Employee has choice of 4 plans offered from insurance provider. Premiums change annually.
- Dental Insurance:** FWA pays 100% Dental for employee and dependents.
- Vision Insurance:** FWA pays 100% Vision for employee and dependents.
- Retirement:** Deferred Compensation (457) Plan: 100% vested immediately
 Defined Contribution Plan:
- FWA matches first 4% of employee's deductions into 457 Plan
 - FWA contributes 8% of employee's gross compensation
- Employees are 100% vested in the Defined Contribution Plan at three years of service.
- Credit Union:** Direct deposit is available through participation in Valley Oak Credit Union.
- Life Insurance:** Group Life / AD&D Insurance - \$10,000 benefit
- Survivors Income Insurance for employees survived by one or more eligible children. Benefit based on employee's regular monthly income (up to \$8,333).
- Long Term Disability:** FWA pays premiums for the employee.
- Worker's Comp Ins:** FWA pays through SDRMA / York Insurance for each employee. Any employee who must take time off due to an occupational disability shall receive weekly benefits based upon a percentage of normal earnings, which will, together with Workers' Compensation, equal 100% of their regular wage.
- Unemployment Ins:** FWA is under the direct reimbursement system with the State of California.
- Uniforms:** FWA supplies all work clothes and cleaning for staff required to wear uniforms.
- Safety Boots:** FWA provides up to \$140/year towards safety boots for field personnel.