



Nevada Irrigation District

2018 SUMMARY OF BENEFITS

| BENEFIT | DESCRIPTION |
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| Medical Insurance | State of California Public Employees Retirement System (CalPERS) health plans. |
| Dental Insurance | Delta Dental PPO – Employer paid for employees and all eligible dependents. |
| Vision Insurance | Vision Service Plan (VSP) – Employer paid for employees and all eligible dependents. |
| Health Reimbursement Account (HRA) | HRA account for employees who successfully complete probation. The account can be utilized for Internal Revenue Service Section Code 213(d) expenses. |
| Section 125 Flexible Spending Account | Health Care Reimbursement Account Day Care Reimbursement Account |
| Life Insurance | Basic Life: 2x's Annual Salary up to a max of \$250,000 – Employer paid. Voluntary (buy-up) Life: available for employee, spouse and/or children. Employee minimum = \$10,000 / Employee maximum = \$500,000 – Employee paid. |
| Disability Insurance | Long Term Disability – Benefit is equivalent to 50% of your before tax monthly earnings. Monthly maximum of \$2,500.00 – Employer paid. Voluntary Short Term Disability – Benefit is equivalent to 60% of your before-tax weekly earnings. Weekly maximum of \$1,500.00 – Employee pays 50% of premium. |
| Employee Assistance Program (EAP) | Confidential service available 24/7 that provides assessment, counseling, and resources to help employees resolve personal issues. |
| 457 Tax Deferred Compensation Plan | Choice of three tax deferred compensation plans. |
| Vacation | Accruals start upon completion of the first six months of continuous service. Accruals thereafter: 10 days annually through Year 4; 12 days annually for Years 5 – 9; 15 days annually for Years 10 – 14; 20 days for years 15 – 19; 25 days for years 20 – 24; and 26 days annually for 25 or more years. |
| Sick Leave | Sick leave accrues at the rate of one day per month following completion of the employee's first month of continuous service. |
| Holidays | Eleven paid holidays and two floating holidays each year |
| Retirement | Benefits are provided by CalPERS. The District currently contracts to provide the 2.0% @ 62 benefit. |
| Educational Reimbursement | Reimbursement for pre-approved coursework related to on the job requirements not to exceed \$2,000.00 annually per employee. |
| Air Ambulance | Available to employees and members living in the employee's household. |

The provisions of this bulletin do not constitute an express or implied contract. Any provision contained in this bulletin may be modified or revoked with proper notice. The types and levels of employee benefits provided including District contributions toward benefit costs are subject to change as a result of periodic meet and confer settlements between recognized employee bargaining units with the American Federation of State, County and Municipal Employees, Nevada Irrigation District and its Board of Directors, and the availability of some benefits through plan providers.