

NEVADA IRRIGATION DISTRICT 2017 SUMMARY OF BENEFITS

as of 08/01/2014

ABOUT THE DISTRICT: Formed in 1921, NID has grown and matured into a diversified water agency that is meeting the needs of an expanding and changing district population. Nevada County voters, following a campaign led by the Nevada County farm adviser and local agriculturalists established the district on August 15, 1921. They convinced the electorate that a reliable, year-around water supply was a key to building a better community. At its formation, 202,000 acres were included in NID boundaries. Five years later, in 1926, residents of Placer County chose to join the district and another 66,500 acres were added. Today, NID includes 287,000 acres. During the 1920s, NID obtained many important water rights that it still holds today and the district continues efforts to exercise and protect its water rights. The acquisition of land to store and deliver water was a very important step in the district's development. Another important milestone occurred in 1966 when NID entered into hydroelectric energy production with the completion of the \$65 million Yuba-Bear Power Project. Today, NID supplies water to homes, farms and businesses. On its way to the foothills, NID water produces electricity and provides public recreation.

NID in a Nutshell	Customers: 27,577	Number of Employees: 193 (without Directors)
Combined Annual Budget: \$74.4 million	District Size: 287,000 acres	Mountain Watershed: 70,000 acres
Years of Service: Since 1921	Reservoirs: 10	Water Treatment Plants: 7
Storage Capacity: 280,380 acre-feet	Hydroelectric Power Plants: 7	Canals: 460 miles
Pipeline: 300 Miles	Average Annual Precipitation (Bowman Reservoir, elev. 5,650 ft.) 69.26 inches	

BENEFITS

NID provides a generous array of benefits to employees in addition to maintaining competitive salaries. The following information is a partial list of employee benefits:

- **Salary Range** - Is composed of five steps, each approximately five percent apart. Advancements through the steps are generally made yearly and based on performance.
- **Retirement** - Benefits are provided by the State of California Public Employees Retirement System. The District currently contracts to provide the 2.0% @ 62 benefit.
- **Vacation** - Employees receive five (5) days of vacation upon completion of the first six months of continuous service with the District. Accrual is ten (10) days annually through Year 4 of continuous service; twelve (12) days annually for Years 5 – 9; Fifteen (15) days annually for Years 10 - 14; T w e n t y (20) days for years 15 – 19; Twenty-five (25) days for years 20 – 24; and twenty-six (26) days annually for 25 or more years of continuous service.
- **Sick Leave** - Sick leave accrues at the rate of one (1) day per month following completion of the employee's first month of continuous service.
- **Holidays** - A maximum of thirteen (13) paid holidays are provided to employees each year (11 regular and 2 floating).
- **Health Plan Coverage** - NID participates in the CalPERS health plans which offer an array of health plans.
- **Health Reimbursement Arrangement (“HRA”)** - NID provides an HRA account to employees who successfully complete probation. The account can be utilized for Internal Revenue Service Section Code 213(d) expenses.
- **Dental and Vision Plans** - NID pays the premium for the employee and all eligible dependents for both the ACWA dental and vision plans.
- **Life Insurance** - NID provides a life insurance policy equal to the amount of two times an active employee's salary at no cost to the employee. Retirees up to age 65 receive \$50,000 of life insurance at no cost to the retiree.
- **Long Term Disability** - NID provides a LTD benefit to employees beginning the 91st day of disability at up to 50% of the employee's salary to a maximum of \$2,500 per month, at no cost to the employee.
- **125 Flexible Spending Plan**
- **457 Tax Deferred Compensation Plan** - NID offers a choice of three (3) tax deferred compensation plans
- **Employee Assistance Program**
- **Educational Reimbursement for pre-approved coursework related to on the job requirements not to exceed \$2,000.00 annually per employee**
- **Administrative Leave for exempt employees**

Note: The provisions of this bulletin do not constitute an express or implied contract. Any provision contained in this bulletin may be modified or revoked without 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 units and Nevada Irrigation District, Board direction, and the availability of some benefits through plan providers.