



**Solano Irrigation District
Benefits Summary
July 1, 2008 – June 30, 2009**

UNREPRESENTED EMPLOYEES

PROBATION PERIOD – Unrepresented Employees are at “At Will”. There is no probation period.

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). Benefits include equivalency of 2.7%@55 formula with the following provisions: final compensation is the monthly average of highest 36 consecutive months; and credit for unused sick leave). Minimum requirement for CalPERS retirement is age fifty (50) with five (5) years of service credit. Employee CalPERS contribution of 8% is paid by the District.

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 Kaiser Permanente (HMO) and Western Health Advantage (HMO). The effective date of coverage is the first day of the month following 30 days of employment. District pays 100% of employee-only premium. District pays a portion of the premium for dependent coverage with balance of premium paid by employee as follows:

(Employee portion shown below is a monthly amount. The deductions are taken on a bi-weekly basis.)

Plan	Employee + 1 Monthly Amount	Employee + 2 or More Monthly Amount
Kaiser	\$135.98	\$188.24
Western Health Advantage	\$442.72	\$535.06

(Premiums are in effect until June 30, 2009)

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.

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.

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.

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

EDUCATIONAL ASSISTANCE - Up to \$1,500 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.

VOLUNTARY AD&D - Employees may purchase voluntary AD&D for self, spouse and/or child(ren). Employee pays 100% of premium.

HOLIDAYS - 10 scheduled holidays 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 - 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.

This document is intended as a guide only.

For specific information, please refer to applicable Memorandum of Understanding, Personnel Policies & Procedures, or contact human resources at (707) 455-4011.