

EASTERN SIERRA COMMUNITY SERVICE DISTRICT

EMPLOYEE BENEFITS SUMMARY

(Effective July 2017)

The Eastern Sierra Community Service District (ESCSA) proudly provides a competitive and flexible compensation package for its employees. Below is a list of these benefits, with additional information about each benefit available at the ESCSD office.

Retirement

The District contributes 17.5% of the employee's salary into a defined contribution retirement plan, and also makes available a 457 Deferred Compensation Program.

Medical Expense Reimbursement and Cafeteria Plans

Health, Dental and Vision Insurance - The District pays the full medical, dental and vision insurance premium cost on behalf of its eligible full time employees. Spouses and dependents can be added to the plan with payroll deductions to cover their costs. Employees eligible to opt-out of the medical insurance coverage receive cash payments in the amount of 50% of the cost of the eligible medical insurance plan.

Health Insurance upon Retirement - Upon retirement from the District, the cost to maintain eligibility in the Health Benefit Plan is paid by the District throughout your retirement. The cost of Employee-Only premiums for Health Benefit Plan in which the retiree enrolls are fully paid by the District through age 65.

Vacation Leave

Employees earn 10 to 20 hours per year based on years of service. Vacation leave can be accrued from year to year, up to twice the employee's normal annual accrual amount.

Sick Leave

Full time employees accrue sick leave at a rate of one working day per month, which is carried over from year to year with no accrual cap. On retirement, employees can receive payment of up to 50% of sick leave hours accrued over 30 hours, up to a maximum of \$3000; or 100% of it can be used for an early retirement date.

Bereavement Leave

Full time employees are eligible for up to three days of paid leave due to the death of an immediate family member. This leave is separate from and not deducted from sick or vacation leave.

Life Insurance

A policy in the amount of \$20,000 is provided for all employees with the premium paid by the District.

Holidays

The District observes 13 paid holidays per year, including one personal (floating) holiday. Employees are paid double-time for any scheduled or emergency work on holidays.

Uniforms, Boots and Safety Glasses

District operations employees are provided uniforms and their laundering at District expense. Every two years, employees are reimbursed up to \$300 for the purchase of safety glasses and \$300 for safety boots.