HENRY MILLER RECLAMATION DISTRICT NO. 2131

SUMMARY OF EMPLOYEE BENEFITS

HEALTH BENEFITS

The following is a brief description of the major health benefits:

Medical and Dental Insurance:

The District provides comprehensive medical and dental insurance plan/s for eligible employees and their dependents. All regular full-time employees are eligible for medical and dental insurance on the first day of the month following sixty (60) calendar days of continuous employment. The District pays the entire premium for the employee and 50% of the dependent coverage. In the event of an increase in medical insurance premium rates, all employees may be required to contribute to the cost of increased premiums to retain coverage.

Vision Insurance:

The District provides a vision insurance plan for eligible employees and their dependents which becomes effective on the first day of the month following sixty (60) calendar days of continuous employment. The District pays the entire premium for the employee and the employee's dependents.

Life Insurance:

Employees become eligible for life insurance coverage on the first day of the month following sixty (60) days of continuous full-time employment. Total premium costs for the employee and eligible dependents are paid by the District.

RETIREMENT BENEFITS

Retirement Plan:

The District provides a "2% at 55" PERS Retirement Plan for the benefit of all regular full-time employees. Employees hired after January 1, 2013, the plan is "2% at 62". The District contributes to the plan which is partially matched by the employee. Employee contributions are paid for by payroll withholding. Information regarding eligibility, contributions, benefits and related topics may be obtained from the District office**.**

457 Deferred Compensation Plan:

The District provides the opportunity for all employees to enroll in a payroll tax deferral plan called, "Deferred Compensation 457". The employee's contributions are invested in a plan managed by an outside vendor. Contributions are voluntarily made by employee's "pre-tax" payroll deductions.

PAID LEAVE

The District offers several categories of leave with two (2) of those leaves outlined below:

Annual Leave:

All regular full-time employees accrue paid vacations according to the following schedule.

Employment Years	Vacation Days	Maximum Accrual
First Year	5 days	N/A
Years Two through Five	10 days	20 days
Years 6 through 10	12 days	24 days
Years 11 through 19	15 days	30 days
Year 20 and beyond	20 days	40 days

Sick Leave:

The District offers paid sick leave to regular full-time employees, which includes the state mandated California Healthy Workplaces Healthy Families Act. An employee is eligible to begin using paid sick leave after satisfying ninety (90) days of employment. The District allows regular full-time employees to accrue up to twelve (12) days of paid sick leave a year. The paid sick leave days are accrued on a bi-weekly, per pay-period basis over the course of the year.

HOLIDAYS

Regular full-time employees are entitled to the following twelve (12) paid holidays observed by the District.

Holiday	Date(s)
New Year's Day	January 1st
President's Day	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4th
Labor Day	First Monday in September
Thanksgiving	Fourth Thursday in November & following Friday
Christmas	December 25th and 4 additional days between New Year's Day