



## AMADOR WATER AGENCY BENEFIT AND COMPENSATION INFORMATION

### Benefit Eligibility

All regular employees who work an average of twenty or more hours each week are eligible to participate in all of the Agency's benefit programs.

### Retirement Program

The Agency participates in both Social Security and the California Public Employees Retirement System (CalPERS). *Social Security*-the employee and Agency share equally in all contributions to Social Security. CalPERS Plans are offered based on eligibility.

### Leave

Vacation accrues at 10 days per year, 12 days after 2 years, 15 days after 5 years, 18 days after 8 years, 21 days after 11 years, 24 days after 14 years and 25 days after 15 years of service. Accrual maximums are 1 ½ times for Amador Water Agency Employee Association and 2 times for Supervisor Bargaining Unit groups.

Sick Leave accrues at 12 days per year with unlimited accumulation. Accumulated sick leave is converted to CalPERS service time upon retirement.

There are 12 paid holidays and 1 day of paid personal leave per year.

### Insurance Benefits

Full premium costs are paid by the Agency for dental, vision, disability and life insurance for the employee. Employee (100% Agency paid) and Dependent (85% Agency paid) coverage for health insurance is paid for with the Anthem Advantage Plan being the base plan of coverage. Contributions for part-time employees are prorated based on the average number of hours worked as related to full time. The Agency offers a mandatory retiree health savings plan for all new hires; with contributions made by the employee and employer.

### Other Benefits

Employees may participate in a tuition reimbursement program, safety boot allowance if your position requires, reimbursement upon receipt of proof of purchase, day care reimbursement, medical reimbursement, Section 125 plan, payroll direct deposit, employee assistance program, long term care and 457 Deferred Compensation Plan.

### Salary Program

Minimum and maximum salary ranges are established for each authorized position within the Agency. Starting salaries are ordinarily the minimum of the salary range. However, exceptions may be made depending upon qualifications and experience. Following completion of the probationary period and twelve months of continuous satisfactory service, employees may be eligible for salary increase.

### Physical Examinations

All appointments are contingent upon the employee's ability to successfully pass a job related physical examination which includes a drug and alcohol screening by a certified lab if applicable.