

2012 SUMMARY OF BENEFITS

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: 26,000	Number of Employees: 170 (without Directors)
Combined Annual Budget: \$77.5 million	District Size: 287,000 acres	Mountain Watershed: 70,000 acres
Years of Service: Since 1921	Reservoirs: 10	Water Treatment Plants: 7
Storage Capacity: 280,280 acre-feet	Hydroelectric Power Plants: 7	Canals: 425 miles
Pipeline: 300 Miles	Avg. Annual Precipitation (Bowman Reservoir, elev. 5,650 ft.): 69.26 inches	

Benefits:

NID provides a generous array of benefits to employee in addition to maintaining competitive salaries. Following is a partial list of 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 2.5% @ 55 benefit.

Vacation – Employees receive 5 days of vacation upon completion of the first 6 months of continuous service with the District. Accrual is 10 days annually through year 4 of continuous service. Accrual is at 12 days annually for years 5 through 9. Accrual is 15 days annually for years 10 through 14. Accrual is 20 days for years 15 through 19. Accrual is 25 days for years 20 through 24. Accrual is 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.

Health Plan – NID participates in the CalPERS health plans. The District's current monthly contribution towards the premium is the single party basic PERS Choice Bay Area 2012 rate.

Health Reimbursement Arrangement – 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 \$50,000 life insurance policy for all employees and retirees up to age 65 at no cost to the employee or retiree.

Long Term Disability – NID provides a benefit 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.

Other benefits available to employees include: an IRS 125 Flexible Spending Plan and a choice of three 457 Deferred Compensation Plans. The District also provides an Employee Assistance Program, Educational Reimbursement, and Educational Certificate Achievement compensation to its employees. Annual administrative leave of 56 hours per year are provided to 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.

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