



# Nevada Irrigation District

## SUMMARY OF BENEFITS

BENEFIT	DESCRIPTION
Medical Insurance	State of California Public Employees Retirement System (CalPERS) health plans.
Dental Insurance	Delta Dental PPO – Employer paid for employees and all eligible dependents.
Vision Insurance	Vision Insurance Plan (VSP) – Employer paid for employees and all eligible dependents.
Section 125 Flexible Spending Account	Health Care Reimbursement Account Day Care Reimbursement Account
Life Insurance	Basic Life: 2x's Annual Salary up to a max of \$250,000 – Employer paid. Voluntary (buy-up) Life: available for employee, spouse and/or children. Employee minimum = \$10,000 / Employee maximum = \$500,000 – Employee paid.
Disability Insurance	Long Term Disability – Benefit is equivalent to 60% of your before tax monthly earnings. Monthly maximum of \$8,000.00 – Employer paid. Voluntary Short-Term Disability – Benefit is equivalent to 60% of your before-tax weekly earnings. Weekly maximum of \$1,500.00 – Employee pays 50% of premium.
Employee Assistance Program (EAP)	Confidential service available 24/7 that provides assessment, counseling, and resources to help employees resolve personal issues.
457 Tax Deferred Compensation Plan	Choice of three tax deferred compensation plans.
Vacation	Full-time employees accrue vacation per pay period based on total months of District Service: 3.692 hours a pay period hire – 48 months      7.691 hours a pay period 168 – 228 months 4.615 hours a pay period 49 – 108 months      8.038 hours a pay period 229+ months 6.166 hours a pay period 109 – 168 months
Sick Leave	Full-time regular employees shall accrue sick leave at the rate of 3.69 hours per pay period.
Holidays	Eleven paid holidays and three floating holidays each year.
Retirement	Benefits are provided by CalPERS. The District currently contracts to provide the 2.0% @ 62 benefit.
Air Ambulance	Available to employees and members living in the employee's household.

The provisions of this bulletin do not constitute an express or implied contract. Any provision contained in this bulletin may be modified or revoked with proper 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 bargaining units with the American Federation of State, County and Municipal Employees, Nevada Irrigation District and its Board of Directors, and the availability of some benefits through plan providers.

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