

FRIANT WATER AUTHORITY SUMMARY OF BENEFITS

9 Paid Holidays: New Year's Day President's Day Memorial Day

Independence Day Labor Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Day

Vacation: 0 to 5 years 10 days per year

5 to 20 years 15 days per year 20 and over 20 days per year

Accrual begins on date of hire. Unused vacation over 240 hours is paid out to employee

annually.

Sick Leave: Regular full-time employees accrue sick leave at the rate of 1 day per month when in a pay

status for the majority of the workdays in any calendar month.

Upon normal or early retirement, an employee will be paid lessor of ½ of accumulated

disability leave or 500 hours.

Health Insurance: FWA pays 100% of employee premiums and 50% of dependent premiums. Employee has

choice of 4 plans offered from insurance provider. Premiums change annually.

Dental Insurance: FWA pays 100% Dental for employee and dependents.

Vision Insurance: FWA pays 100% Vision for employee and dependents.

Retirement: Deferred Compensation (457) Plan: 100% vested immediately

Defined Contribution Plan:

- FWA matches first 4% of employee's deductions into 457 Plan

- FWA contributes 8% of employee's gross compensation

Employees are 100% vested in the Defined Contribution Plan at three years of service.

Life Insurance: Group Life/AD&D Insurance - \$10,000 benefit

Survivors Income Insurance for employees survived by one or more eligible children. Benefit

based on employee's regular monthly income (up to \$8,333).

Long Term Disability: FWA pays premiums for the employee.

Worker's Comp Ins: FWA pays through Zenith Insurance for each employee. Any employee who must take time

off due to an occupational disability shall receive weekly benefits based upon a percentage of normal earnings, which will, together with Workers' Compensation, equal 100% of their

regular wage.

Unemployment Ins: FWA is under the direct reimbursement system with the State of California.

Uniforms: FWA supplies all work clothes and cleaning for staff required to wear uniforms.

Safety Boots: FWA provides up to \$140/year towards safety boots for field personnel.