

Indian Wells Valley Water District

Employee Benefits

Medical/Dental/Vision Insurance – Each regular, full-time employee shall be provided coverage under an approved group health insurance plan including health, hospitalization, dental, and vision. The health insurance plan becomes effective the first day of the month following 60 days of employment unless waived by the General Manager. The District pays 100% health insurance costs for employees and 100% dental and vision for dependents. The District pays a percentage of medical insurance for dependents, the cost of which is being shifted to the employee at 1% each year until the District percentage is 60% and the employee percentage 40%.

Vacation – 80 to 200 hours per year depending on tenure and whether the employee is exempt or non-exempt. May accrue up to a maximum of 400 hours. An employee may begin using vacation after completing the six month probationary period.

Sick Leave – 96 hours per year. May accrue up to a maximum of 960 hours.

Holidays – The District observes 10 holidays per year and one floating holiday.

Life Insurance – Two times the base annual salary of the employee up to \$200,000. Life insurance becomes effective the first day of the month following 60 days of employment.

Retirement Plan – Current CalPERS members 2% at 60. New employees hired after January 1, 2013 are subject to the regulations pursuant to the Public Employees Pension Reform Act of 2013, which is 2% at 62.

Deferred Income Plan – Each regular, full-time employee is eligible to participate in an employee-funded deferred income program administered by the District (Section 457).

Contact the District regarding other types of benefits available to employees.