

**EAST ORANGE COUNTY WATER DISTRICT**  
**List of Employee Benefits Effective July 1, 2015**

**Health, Dental and Vision Insurance**

Health Insurance – District paid benefit Anthem Blue Shield PPO) covering Employee and Partner

Dental Insurance – District paid benefit covering Employee and dependent(s); District pays 100% Employee and dependent(s) cost

Vision Insurance – District paid benefit Employee and dependent(s)

**Paid Leave**

Vacation – 96 hours (starting) to 160 hours (after 15 years of employment) per year depending on length of employment

Sick Leave – 96 hours per year

Holidays – 11 days per year plus one floating holiday

**Life and Disability Insurance**

Life Insurance – District paid benefit of term insurance equal to one-times annual salary

Short Term Disability Insurance – District paid benefit covering 70% of salary, up to \$1,129 per week; 7 day waiting period

**Retirement and Social Security**

Retirement – Classic Employees: 2%@60 with employee contributing 2% towards the Employee share. Employees hired on or after 1/1/2013 may be covered in accordance with PEPRAs under 2% @ 62 formula if have not previously been a public pension system participant or have been a participant in one without reciprocity to CalPERS or have taken a break in service of more than six months outside CalPERS. PEPRAs employees pay the entire 6.250% Employee share.

Deferred Compensation – Employee contributed, voluntary benefit with a choice of a Deferred Compensation Plans (Section 457)

Social Security – District participates in social security with both District and Employees contributing