



Employee Benefits

MEDICAL BENEFIT

The District participates in CalPERS medical benefits program. The plans available are: Blue Shield Access+, Blue Shield NetValue, Kaiser, PERS Choice, PERS Select, and PERSCare. Prescription coverage is included in the medical plans and includes co-pays for brand and generic medication. The District contributes 100% (depending on plan) of the premium for the employee and 75% (depending on plan) for the employee's eligible family members.

DENTAL INSURANCE

The District contributes 100% of the premium for the employee and the employee's eligible family members through The Standard.

VISION INSURANCE

The District contributes 100% of the premium for the employee; the District and employee share the premium for the employee's eligible family members through Medical Eye Services.

LIFE INSURANCE

The District contributes 100% of the premium for life insurance and AD&D in the amount of one times the employee's annual salary. Additional life insurance for the employee and for the employee's eligible family members is available at the employee's expense.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

The District offers EAP services through INSIGHT. It is a free, confidential counseling and referral service designed to help the employee and the employee's household members resolve personal problems that may interfere with work or home life. Many of the referred services are offered at no cost to the employees. (559) 226-7437 or (800) 422-5322

DISABILITY INSURANCE

Disability insurance is provided at no cost to the employee. The benefit provides up to 66 2/3 of your compensation due to a non-work related disability. The District does not participate in State Disability Insurance.

SECTION 125 PLAN

An employee may elect annually to contribute pre-tax dollars to a flexible spending account. These pre-tax dollars can be used to reimburse the employee for dependent care and out-of-pocket medical expenses, resulting in reduced taxable income.

LONG TERM CARE (LTC) INSURANCE

Optional long-term care insurance is offered through CalPERS at the employee's expense. LTC is offered to provide financial assistance in the event an employee needs care in a long-term care facility or medical care at home.

CREDIT UNIONS

Employees are eligible to join the District's two sponsored credit unions, Golden One and State Center Credit Union, which offer most regular banking services.

DIRECT DEPOSIT

The District provides automatic payroll deposit into your checking and/or savings account.

HOLIDAYS

Eleven paid holidays per year.

VACATION/MEDICAL LEAVE

Vacation leave is accrued at the rate of 10 days per year, increasing to 15 days per year after 5 years of service, and 20 days per year with 15 years of service. Medical leave accrual rates vary by bargaining unit from 10 to 12 days a year. Accrual of medical leave is unlimited.

GREAT RETIREMENT PROGRAMS

California Public Employees' Retirement System (CalPERS) – 2% @ 55 Plan

Unused medical leave can be converted to up to six months of service credit upon service retirement. (888) 225-7377. The District does not participate in Social Security.

457 DEFERRED COMPENSATION PLAN

You are eligible to participate in the Plan on the first day of employment. You can contribute any percentage of your compensation subject to the limits specified by the Internal Revenue Service.

BENEFIT QUESTIONS:

You may call the Employee Benefits Department to assist with any questions at (559) 241-6207.

3130 N. Fresno Street, Fresno, CA 93703-6056

www.westlandswater.org