



Desert Water Agency
1200 S. Gene Autry Trail
Palm Springs, CA 92234
Benefits Summary as of July 1, 2020

Health Benefits – Agency will pay 100% for employee only coverage for medical, dental and vision. Dependent coverage is paid 80% by the Agency and 20% by the employee.

Health benefits begin on the first of the month following 30 days of employment. Example: If an employee is hired on August 3, 2020, benefits will begin on October 1, 2020.

Retirement Benefits - Retirement benefits under California Public Employees’ Retirement Pension System (CalPERS). Effective January 1, 2013, retirement benefit formula is 2% at age 62 for all CalPERS “New Members”. Final compensation is based upon highest pay rate during any consecutive three-year period. This is a lifetime benefit. Upon retirement, you will receive a monthly payment equal to the years of service, times 2% at age 62. Example: 30 years of service at 62 (30 x 2% = 60% of pay). If highest average pay is \$7,500, monthly payment would be \$4,500 per month)

Vacation – Vacation time accrued can be used after 6 months of service. The hours accrued per year are as follows:

<u>Years of Service</u>	<u>Hours Per Month</u>	<u>Hours Per Year</u>
1-3 years	8.00	96
4th year	8.67	104
5th year	9.34	112
6th year	10.00	120
7th year	10.67	128
8th year	11.34	136
9th year	12.00	144
10 th year	12.67	152
11th year	13.34	160

ABP (Attendance Bonus Plan) Leave - 80 Hours accrued each year (6.67/per month) for sick or personal time off. Any unused hours can be carried over to following year. Employee may use ABP hours after they have completed 89 days of employment for qualifying events under AB1522, California Paid Sick Leave and after 6 months employment, hours may also be used for personal time off. Any hours over 80 can be cashed out at year-end or converted and transferred to Agency deferred compensation account.

Agency Contribution to Employee Deferred Compensation Account - After 2 years of continuous employment, the Agency will contribute \$145 per month into employee deferred compensation account with Agency. This is in lieu of retirement health benefits which were discontinued in May 2007.

Employee Association - We are non-Union. Desert Water Agency Employees vote their representatives to negotiate salary and benefits and annual dues are only \$25.