FRIANT WATER AUTHORITY
SUMMARY OF BENEFITS
(As of November 1, 2018)

9 Paid Holidays: New Year’s Day
Independence Day
Thanksgiving Day
President’s Day
Labor Day
Veterans’ 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 work-days in any calendar month.

Upon normal or early retirement, an employee will be paid lesser 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.

Credit Union: Direct deposit is available through participation in Valley Oak Credit Union.

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.