<table>
<thead>
<tr>
<th><strong>FRIANT WATER AUTHORITY</strong></th>
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<tbody>
<tr>
<td><strong>SUMMARY OF BENEFITS</strong></td>
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**9 Paid Holidays:**
- New Year’s Day
- President’s Day
- Memorial Day
- Independence Day
- Labor Day
- Veterans’ Day
- Thanksgiving 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 workdays 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.

**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.