



## YOUR BENEFITS AS A TRIUNFO WATER & SANITATION DISTRICT EMPLOYEE

In addition to your annual salary, the Triunfo Water & Sanitation District (District) offers you an extensive benefits package, including:

**FLEX DOLLARS:** Employees can allocate the District's non-taxable biweekly contribution among several benefit options. Employees regularly scheduled to work 64 hours or more biweekly receive a Credit Allowance of \$864.92. Employees regularly scheduled to work 40–63 hours biweekly receive a Credit Allowance of \$432.46.

**Medical, Dental, and Vision Plans** for you and your dependents.

**Flexible Spending Accounts** which increase your spending power by reimbursing you with pre-taxed dollars for IRS approved dependent care and health care expenses.

**Pre-tax Salary Reduction** available if the costs for the benefit options you select exceed the District's contribution. This saves you taxes by lowering your taxable income.

**Cash** added to your biweekly taxable pay, depending on the selection you have made.

**12 PAID HOLIDAYS:** New Year's Day, Martin Luther King Day, Presidents' Day, Cesar Chavez Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, Friday after Thanksgiving Day, Christmas Eve, and Christmas Day. Holiday time is pro-rated for permanent part-time employees.

**ANNUAL LEAVE:** Annual leave is accrued at 7.08 hours per pay period equal to 23 days or 184 hours earned in the first year and will be updated pending Board's approval.

You may accumulate up to 600 hours of annual leave. **Cash out provisions is being updated and pending Board's approval.** You will be paid the value of your accrued credits upon retirement or termination. Earned annual leave hours are pro-rated for permanent part-time employees.

**RETIREMENT** The District contributes on behalf of the employees, an amount equal to sixteen-and-a-half percent (16.5%) of employee's base salary to a 401(a) Plan established by the District for retirement fund. Contributions are limited to an employee's base salary only.

**FEDERAL SOCIAL SECURITY AND MEDICARE:** The District and you contribute to the Social Security and Medicare Program.

**DEFERRED COMPENSATION PROGRAM:** You may choose to contribute to District's deferred compensation plans (established under Internal Revenue Code Sections 457(b)). The plan enables you to build long-term savings while deferring current federal and state income taxes.



**MILEAGE REIMBURSEMENT:** You receive mileage reimbursement at the standard rate established by the Internal Revenue Service for each mile driven on approved District business.

**DISABILITY INSURANCE:** The District provides short and long-term disability insurance for permanent employees. Coverage commences after the employee has completed one month of continuous employment with the District.

**GROUP LIFE INSURANCE:** Upon completion of one month of continuous employment with the District, Life Insurance in the amount of \$50,000 will be provided by the District to regular full and part-time employees. Additional coverage is available at employee's expense.

**OTHER BENEFITS:** The District also offers an Employee Assistance Program.