

## Yuba County Water Agency Employee Benefits and Working Conditions

<b>WORK WEEK:</b>	80 hours in a two week pay period.
<b>VACATION:</b>	1¼ days for each month worked. Plus 1 day per year accrued on last day of February. After 10 years of service an additional 5 days per year. Vacation may be accumulated to a maximum equal to two times the individual's yearly earning rate. Plus a 5 year vacation, accruing on July 1 at 8 hours a year, that must be taken in that 5th year.
<b>SICK LEAVE:</b>	1¼ days for each month worked with total accumulation unlimited. Payoff of 45% after 10 years of service upon retirement, separation of employment or death, up to a maximum of 1040 hours. Credit for unused sick leave may be converted to additional service credit upon retirement.
<b>HOLIDAYS:</b>	New Year's Day, Presidents' day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day and the following day, Christmas eve, Christmas Day, Employee's Birthday, Floating (Cultural) Holiday (taken each year).
<b>MEDICAL INSURANCE:</b>	Basic medical insurance coverage under an HMO or Preferred Provider Plan (PPO), including Dental and Vision coverage. At retirement, Agency pays up to a maximum of \$1100 per month in 2009 and 2010, \$1200 in 2011 and \$1300 in 2012 towards employee/retiree and spouse medical premium.
<b>LIFE INSURANCE:</b>	Basic life protection (\$50,000) provided by the Agency. Small policy available for dependents at employee's cost.
<b>RETIREMENT:</b>	Public Employees Retirement System member on the 2% at 55 Local Miscellaneous formula with final compensation the average of the highest one year. The Agency will pick up 5% of the employee's required 7% contribution and report this Employer Paid Member Contribution as special compensation. Employee contributions are fully refundable with interest upon termination. Vested after 5 years.
<b>DEFERRED INCOME PLAN:</b>	Agency's contribution in lieu of Social Security covers all regular employees. Optional deferred income plan allowing sheltering of current income for payment later as a supplemental retirement income is available. Maximum calendar year employer & employee contribution is based on Federal mandated limits.
<b>SOCIAL SECURITY:</b>	Full/part time permanent employees subject to Medicare Tax only. Temporary employees subject to both Social Security and Medicare Tax.
<b>AGE LIMITS:</b>	No mandatory retirement age.
<b>PHYSICAL EXAMINATION:</b>	Examination and drug test upon appointment.
<b>CRIMINAL RECORD:</b>	Records of conviction may be reviewed prior to appointment. A criminal record is not an automatic bar to employment. Each circumstance will be viewed individually.

### Yuba County Water Agency

The Yuba County Water Agency is a Special District created by an Act of the California State Legislature to develop and promote the beneficial use and regulation of the water resources of Yuba County. The primary functions of the Agency are development and sale of hydroelectric power, flood control, fisheries enhancement, recreation, conservation and storage of water and wholesale sale of water to member districts. The Agency employs approximately 28 regular employees and has an annual budget exceeding 9 million dollars.

The Agency is headquartered in Marysville, a city of over 11,000 inhabitants, and operates through Yuba and parts of Placer, Nevada, Sierra, Sutter and Butte Counties. The Yuba Project headquarters are located at the Colgate Power House near the community of Dobbins.