

Padre Dam Municipal Water District Employee Benefits

Work Week:

80-hours in a two-week pay period. Some positions require work on holidays, weekends and during emergencies.

Vacation:

12 days per year for 1 to 4 years of service at hire, additional days earned with additional years of service.

Sick Leave:

12 days per year.

Stay Well Bonus Program:

Employees who accumulate and maintain a sick leave bank in excess of 240 hours may, on an annual basis, sell back unused annual accrual hours.

Holidays:

13 days per year (includes two floating holidays and two four-hour holidays -- Christmas Eve and New Year's Eve).

Health Insurance:

Employees have three plans from which to choose. Two plans are 100% paid by Padre Dam for the employee and all eligible dependents; one plan is partially paid by Padre Dam. Coverage is effective the first of the month after hire. Option to decline dependent coverage and receive 50% of Padre Dam's cost savings as cash compensation.

Dental Insurance:

Padre Dam pays the total premium costs for the employee and all eligible dependents. Coverage is effective 60 days after the date of hire.

Medical Reimbursement:

Padre Dam employees may elect annually to set aside up to \$5,000 in pre-tax dollars for reimbursement of medical costs not covered by health insurance and \$5,000 maximum for dependent care reimbursement.

Life Insurance:

Total premium costs paid by Padre Dam for the employee and all eligible dependents. Employee Group Life and Accidental Death and Dismemberment Insurance is provided at 1½ times annual salary with a maximum of \$175,000. Dependent coverage of \$5,000 is also provided.

Long Term Disability:

Padre Dam provides Long Term Disability for the employee at 66% of monthly gross income. The Long Term Disability benefit becomes payable after an initial 30 day qualifying period.

Retirement:

Membership is compulsory in the California Public Employees' Retirement System. Padre Dam pays the employee contribution up to 7% of employee's gross pay. Benefit formula is 3% @ age 60.

Deferred Comp Plan:

An optional deferred income plan is available which allows current income to be set aside as supplemental retirement savings.



Vision Statement

We set the standard for delivering exceptional value and service in providing important life necessities for our Customers and Community.

Mission Statement

Our mission is to provide quality water, recycled water, park and recreational facilities and wastewater management services for our customers

We accomplish this mission in the most cost-effective manner possible, earning Customer and Community respect.