

Joshua Basin Water District Benefit Summary

(Effective 6/13/2026)

Full-time regular employees who work 40 hours per week. See HR for more details.

Paid Time Off Benefits:

Vacation		
Years of Service	Hours Accrued Per Pay Period	
	Non-Exempt	Exempt
1 - 4	3.08	4.62
5 - 10	4.62	6.15
11 +	6.15	7.69
Max accrual = 2-year annual accrual rate		

Additional Paid Time Off	
Holidays	15 per year (4 days are floating)
Sick Leave	3.693 hours per pay period
Bereavement	Max 40 hours per occurrence
Jury Duty	Paid if summoned

Retirement Plans:

California Public Employees Retirement System (CalPERS)	Classic – 2% @ 55 Hired before 1/1/2013	PEPRA – 2% at 62 Hired after 1/1/2013
457 Deferred Compensation	CalPERS enrollment is mandatory. The District matches 50% of an employee’s annual contribution up to a \$3,000 annual cap. 457 enrollment is voluntary.	

Health Benefits:

Medical, Dental, and Vision insurance health benefits become available on the 1st of the month after completing 30 days of employment. The District provides a monthly contribution for health care premiums, and the employee is responsible for any premiums exceeding the contribution through payroll deduction.

The maximum 2026 District contribution is: **Tier A \$1,850.00 Tier B \$2,475.09**

2026 Medical Costs	Single	2-Party	Family
Anthem Blue Cross Classic PPO	\$938.19	\$1,876.38	\$2,486.20
Anthem Blue Cross Advantage PPO	\$825.59	\$1,651.18	\$2,187.81
Anthem Blue Cross CalCare HMO	\$1,050.21	\$2,100.42	\$2,783.06
Anthem Blue Cross Value HMO	\$967.34	\$1,934.68	\$2,563.45
Kaiser HMO	\$812.45	\$1,624.90	\$2,258.61
2026 Dental/Vision Costs	Single	2-Party	Family
Delta Dental PPO	\$51.13	\$108.23	\$195.30
VSP Vision Plan	\$21.18	\$21.18	\$21.18

Life Insurance & Long-Term Disability (LTD):

Life Insurance	The District sponsors life insurance for regular full-time employees. Limitations apply.
Dependent Life	Eligible employees may elect a \$20,000 dependent life insurance policy for a nominal cost through payroll deduction.
LTD	The District sponsors long-term disability insurance for regular full-time employees.

Other Plans:

Employee Assistance Plan	The District sponsors an EAP to assist employees who are in need of legal services, work/life problem-solving support, financial services, identity theft recovery services, emotional support, and more.
Colonial Life	This is a voluntary employee-sponsored program in which eligible employees may elect to purchase additional plans such as short and long-term disability, life insurance, accident coverage policies, critical care policies, etc., through payroll deduction.