

DUNNIGAN WATER DISTRICT

EMPLOYEES BENEFIT

HEALTH AND LIFE INSURANCE

Regular full-time employees are eligible for certain Health and Life Insurance benefits. The District contributes up to \$450.00 per month (or such as the Board approves in the future) toward such employees PERS Health Insurance Plan. Regular full-time employees may enroll in the District's health and life insurance plan six months after the date of their employment. The amount and type of coverage shall be subject to the Board's discretion and may be modified from time to time. An employee is entitled to compensation for choosing not to enroll in the District's health or life insurance.

For employees who have worked for District at least 20 years as of January 1, 2015: For purposes of qualifying for District paid health insurance premiums after retirement, the employee must have worked for the District at least 20 years and be 55 years of age. The District's contribution for each eligible employee will be \$100.00 per month and shall be increased annually 5%.

For all employees of the District: For purposes of qualifying for District paid health insurance premiums after retirement, the employee must have worked for the District at least 25 years and be 60 years of age. The District's contribution for each eligible employee will be \$100.00 per month and shall be increased annually 5%. The District will terminate this benefit when the employee is eligible for Medicare.

The District reserves the right to modify, revoke, suspend, terminate, or change the program, in whole or in part, at any time

Retirement Saving Plan

All regular employees will be eligible to participate in the District's SEP-IRA retirement saving plan when the employees have worked for the District for two years with a three-year period. The District shall deposit an amount at a percentage rate annually determined by the Board on the employee's gross annual earnings into a SEP-IRA Plan of the employee's choice.