

Reclamation District No. 108
Benefits Chart
Full-Time Permanent Employees
Fiscal Year 2026



Retirement Plan	Employee Contribution	District Contribution
Defined Contribution Plan		
Employer Paid Contribution	0%	5%
District Match	2%	2%
Total potential contribution based on regular earnings	9%	
* Employees are eligible after one full year of continuous employment and will enter the plan on January 1 or July 1 following full year anniversary.		
Deferred Compensation Plan - 457 (Pre-Tax)		
Voluntary employee contribution to 457 benefit plan for up to an annual contribution limit as allowed by current federal and state laws.		
Medical	Employee Contribution	District Contribution
Medical for employee and eligible dependents	0%	100%
* Employees are eligible for 50% cost benefit if employee has health coverage elsewhere (HIB).		
** Health insurance is available the first of the month following two complete months after hire date.		
Dental & Vision	Employee Contribution	District Contribution
Dental & Vision (employee & eligible dependents)	0%	100%
* Dental & Vision insurance is available the first of the month following two complete months after hire date.		

Flexible Spending Accounts	Employee Contribution	District Contribution
Health Care Maximum	\$ 3,300.00	\$ -
Dependent Care Maximum (per household)	\$ 5,000.00	\$ -
* The District provides eligible employees an opportunity to contribute to flexible spending accounts.		
Life Insurance	Employee Contribution	District Contribution
Life Insurance (employee only)	0%	100%
* The District provides a life insurance policy of 2 times the employees annual salary with a maximum of \$175,000 for all eligible employees.		
Holidays		
The District recognizes 10 paid holidays, which includes one floating holiday.		
New Year's Day President's Day Memorial Day Independence Day Labor Day Thanksgiving Day Day after Thanksgiving Christmas Eve Christmas Day Floating Holiday		
Sick Leave		
Full-time employees accrue paid sick leave at the rate of one (1) day per month. Sick leave is accumulated on a monthly basis during each calendar month and is only available following the month earned. Sick leave benefits shall continue to accrue to a maximum of 30-days.		

Vacation	Annual Accrual
Years 1 through 9	2 weeks
Years 10 and on	3 weeks
<p>* Vacation is based on years of service at the hourly accrual rate listed above for full-time employees.</p>	
<p>** An employee may not accrue more than 30 days of vacation. Once the vacation cap has been reached, the employee may not accrue additional vacation hours until the employee uses vacation.</p>	
<p>The District provides the following mandated benefits for all employees in compliance with various State and Federal rules and regulations: Social Security Insurance, Unemployment Insurance, State Disability Insurance, Workers' Compensation Insurance. See Employee Handbook for further details related to District benefits and eligibility.</p>	