



EMPLOYEE BENEFITS

Exempt Employees

Core Benefits:

- Medical: 100% District-paid plus dependents (CalPERS)
- Vision and Dental
- Life and AD&D Insurance: 1x Annual Salary
- Voluntary Life: Available
- Short-Term Disability Insurance
- CalPERS Retirement:
 - Classic (2.7% at 55)
 - PEPRA (2% at 62)
- Deferred Compensation:
 - Pre-Tax 457b
 - Roth 457b
- Flexible Spending Account (FSA)
- Employee Assistance Program (EAP)
- Certification Pay (Certain Positions)
- Education Assistance Program (Certain Positions)



For Inquiries:

Email: hr@bcvwd.gov

Paid Leave Benefits

- 120 Hours Sick Leave per year
- 9 Paid Holidays
- 2 Floating Holidays
- Vacation Leave
 - 0-4 years - 80 hours
 - 5-9 years - 120 hours
 - 10 years - 130 hours
 - 11 years - 140 hours
 - 12 years - 150 hours
 - 13 years and more - 160 hours
- Paid Bereavement Leave
- Sick/Vacation Leave Buy-Back Options (Per District Policy)

Others:

- Learning and Development Opportunities

www.bcvwd.gov

At Beaumont-Cherry Valley Water District (BCVWD), we are proud to offer a comprehensive and competitive benefits package designed to support the health, well-being, and financial security of our employees and their families. The following summary outlines the benefits available to Exempt Employees, effective January 1 through December 31, 2025.