



**Desert Water Agency  
1200 S. Gene Autry Trail  
Palm Springs, CA 92264**

**Benefits Summary as of January 1, 2026**

**Health Benefits** – Agency will pay 100% for employee only coverage for medical, dental and vision. Dependent coverage is paid 80% by the Agency and 20% by the employee. Health benefits begin on the first of the month following 30 days of employment. Example: If an employee is hired on January 3, 2026, benefits will begin on March 1, 2026.

**Retirement Benefits** - Retirement benefits under California Public Employees’ Retirement Pension System (CalPERS). Effective January 1, 2013, retirement benefit formula is 2% at age 62 for all CalPERS “New Members”. Final compensation is based upon highest pay rate during any consecutive three-year period. This is a lifetime benefit. Upon retirement, you will receive a monthly payment equal to the years of service, times 2% at age 62. Example: 30 years of service at 62 (30 x2% = 60% of pay). If highest average pay is \$7,500, monthly payment would be \$4,500 per month.

**Vacation** – Vacation time accrued can be used after 6 months of service. The hours accrued per year are as follows:

<u>Years of Service</u>	<u>Hours Per Month</u>	<u>Hours Per Year</u>
1-3 years	8.00	96
4th year	8.67	104
5th year	9.34	112
6th year	10.00	120
7th year	10.67	128
8th year	11.34	136
9th year	12.00	144
10 <sup>th</sup> year	12.67	152
11th year	13.34	160

**ABP (Attendance Bonus Plan) Leave** – 96 Hours accrued each year (8 hours per month) for sick or personal time off. Any unused hours can be carried over to the following year. Employees may use ABP hours after they have completed 89 days of employment for qualifying events under AB1522, California Paid Sick Leave and after 6 months employment, hours may also be used for personal time off. Any hours over 80 can be cashed out at year-end or converted and transferred to a deferred compensation account.

**Agency Contribution to Employee Deferred Compensation Account** - After 2 years of employment, the Agency will contribute \$160 per month into a 457(b) deferred compensation account.

**Retiree Medical Plan** – Employees who retire after 12 or more years of service and meet age requirements are eligible to maintain medical benefits until Medicare age. The retiree is required to pay a portion of the medical premiums to stay on the plan.