



Fresno Metropolitan Flood Control District

Capturing Stormwater since 1956

IMPORTANT INFORMATION

The Fresno Metropolitan Flood Control District is an Equal Opportunity Employer and does not discriminate on the basis of race, religious creed, color, national origin, ancestry, disability, medical condition, family care status, marital status, veteran status, sex, or pregnancy. All personnel actions and selection techniques are based upon job-related qualifications and successful job performance.

The Fresno Metropolitan Flood Control District encourages applications from qualified individuals with disabilities as defined by the Americans with Disabilities Act. Individuals who will require a reasonable accommodation to participate in any phase of the recruitment process must notify Human Resources at least 24 hours prior to that phase of the process for which reasonable accommodation is needed.

EMPLOYEE BENEFITS

Health Benefits – The District offers three traditional and two high-deductible medical plans. The District pays 100% of the employee premium and 60% of the dependent premium. Medical benefits begin the first of the month following your date of hire.

Dental and Vision Benefits – The District provides Delta Dental and Vision Service Plan health benefits for all District employees and dependents. The District pays 100% of the total premium. Dental and vision benefits begin the first of the month following 60 days of employment.

Life Insurance – The District provides \$50,000 life insurance and accidental death and dismemberment policy for each employee. You may purchase an additional \$50,000 upon hire without underwriting approval. Coverage begins the first of the month following 60 days of employment.

Long-Term Disability Insurance – The District provides long-term disability insurance up to 66.67% of base salary up to \$10,000 per month for up to two years after 90 days of disability. If an employee is permanently disabled from all occupations, the monthly benefit will continue up to age 65.

Flexible Spending Accounts – The District provides the opportunity to participate in the District's Cafeteria Plan which allows employees to pay District medical insurance premiums, dependent care, and eligible out-of-pocket medical expenses with pretax dollars. You are eligible to participate in the plan the first of the month following your date of hire.

American Fidelity Voluntary Benefits – The District provides the opportunity for employees to purchase cash benefit policies directly through American Fidelity Assurance Company. Employees pay pre-tax premiums each payroll through the District's cafeteria plan.

Holidays – District employees receive 12 paid holidays each year.

Annual Leave – District employees receive 20–32 days of annual leave benefits (vacation/sick pay) based on length of service with the District.

Retirement – Employees are required to contribute a minimum of 5% of base salary to the District's Money Purchase Pension Plan. The District also contributes 10% of base salary to the Plan which is subject to a five year graded vesting schedule. The District also allows voluntary participation in the District's 457 Deferred Compensation Plan. Both retirement plans allow you to self-direct your investments through MissionSquare.

Noble Credit Union – Employees can take advantage of low interest rates, no annual fees for checking accounts, direct deposit, online banking, and many other services.

Employee Assistance Program – The District provides an EAP to all full-time employees and their family members, the EAP benefit plan helps assist with personal problems and/or work-related issues that may impact their job performance, health, mental and emotional well-being.

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