



COMPENSATION & BENEFITS

For Full-Time Employees

(Current for FY 2022/2023)

Hilmar County Water District (HCWD) was established in 1965 for the purpose of providing potable water to the residents of the Hilmar community. Shortly after establishment, the District also began providing wastewater collection, wastewater treatment, and storm drain services. The District serves a community of approximately 5,700 people with day-to-day operations led by the District Manager, a team of knowledgeable staff and operators, and ultimately governed by a five-member Board of Directors elected by the voting population within District Boundaries.

All full-time employees (and some part-time employees) receive the following list of benefits and compensation:

- Competitive Pay
- Vacation: 10 days annually, increasing with years of service
- Sick Leave: 12 days annually
- Holidays: 13 days annually
- Retirement: Hilmar County Water District contributes 9.5% of the employee's salary into a 414H Retirement Plan
- Medical: Hilmar County Water District provides 100% of Employee Coverage with increasing coverage for spouse and dependents based on years of service.
- Operation Certifications (if applicable): Hilmar County Water District covers the majority of costs associated with acquiring and maintaining Operator Certifications.
- Education and Training: Hilmar County Water District covers the majority of costs for additional education and training as it applies to the employee's role at HCWD.

In addition to those mentioned above, employees hired to the field crew receive:

- Uniform Services
- Boot Allowance
- District Issued Vehicle