

Cross Valley



CROSS VALLEY WATER DISTRICT

It is the goal of the District to provide a competitive salaries and benefits package to our employees. The current benefits listed below are intended as a simple summary.

MEDICAL PLANS

Currently the District pays 100% towards the premiums for regular full-time employees and their dependent up to a maximum of \$1,200 per month, the rest will be through payroll deduction. Insurance coverage becomes effective the 1st day of the month following date of hire. The District also provides employee-sponsored AFLAC through payroll deduction. The following represents the types of insurance the District currently provides:

Health Insurance (Premera Blue Cross through Omnitrade)
Dental Insurance (MetLife)

Life Insurance (\$25,000 through MetLife)
Accidental Death & Dismemberment (\$25,000) and Long-Term Disability (MetLife)

Vision (Vision Service Plan)

STATE RETIREMENT PLAN

The District is a member of the State of Washington Public Employees Retirement System (PERS) 401(a) retirement plan. All regular full-time employees will become a member of the PERS Plan 2 or Plan 3. Each program has a specified vesting number of years and the benefit and contribution rates are set by the State.

DEFERRED COMPENSATION

The District provides employee-sponsored participation in a deferred compensation retirement plan. The plan available to employees is:

Washington State Deferred Compensation Plan (DCP) IRC Section 457 plan .

HOLIDAYS

There are 11 paid holidays recognized through the year, plus 1 floating holiday. The floating holiday must be taken sometime during the calendar year.

VACATION

Full-time employees shall earn vacation benefits in accordance with the following schedule with a maximum carryover of 80 hours.

Years of Service

Days per Year

After one year of employment	10 days
After five years of employment	15 days
After ten years of employment	18 days
After fifteen years of employment	20 days
After twenty years, one additional day each year over twenty years up to twenty-five days (25) maximum.	

SICK LEAVE

Sick leave is provided for health reasons. Full-time employees shall earn 8 hours for each full month of employment up to a maximum of 680 hours.

Annual Conversion

Employees that do not use more than 8 hours of sick leave during a calendar year may elect to convert 2 days of sick leave to vacation time.

EMPLOYEE ASSISTANCE PROGRAM

The District provides an Employee Assistance Program through Fully Effective Employees, Inc. to provide confidential and voluntary assistance to all employees and their family members who may be faced with dynamic challenges of financial concerns, alcohol or drug problems, marital problems, illness of a family member, emotional worries, etc.