



## CROSS VALLEY WATER DISTRICT EXCELLENT BENEFITS

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 summary only and is subject to change, at the District's discretion.

### **MEDICAL PLANS**

Currently the District pays 100% towards the premiums for regular full-time employees and their dependent(s), up to a family rate through PEBB for the Uniform Medical Plan (UMP). In addition the District covers the Employee Surcharge imposed by the State on the Benefits. Any individual charges, such as the Tobacco Surcharge or Spousal Surcharge, are paid by the employee.

The District covers Long Term Disability Insurance at 100% of the premium cost.

Insurance coverage becomes effective the 1st day of the month following date of hire.

The District participates in the Washington State Health Care Authority PEBB program to provide employee benefits which include; Medical, Dental, Basic Life and Basic Disability insurance coverages. Additional supplemental programs are available for employee participation.

### **STATE RETIREMENT PLAN**

The District is a member of the State of Washington Public Employees Retirement System (PERS) 401(a) retirement plan. All eligible regular District 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 up to a 2% match to employee participation in a deferred compensation retirement plan. The plan available to employees is: Washington State Deferred Compensation Plan (DCP) 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 240 hours.

<b><u>Years of Service</u></b>	<b><u>Days per Year</u></b>
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 carryover of 1040 hours. Part-time employees earn sick leave on a prorated basis; temporary employees earn 1 hour of sick leave for every 40 hours worked.

### **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.