



## CROSS VALLEY WATER DISTRICT 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 offers insurance through the Public Employees Benefits Board (PEBB).

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 12 paid holidays recognized through the year, plus 1 floating holiday.

### VACATION

Full-time employees shall earn vacation benefits in accordance with the following schedule, with a maximum carryover of 240 hours.

<u>Years of Service</u>	<u>Days</u>
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 of employment:	25 days

### SICK LEAVE

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.