



## **Highline Water District Benefits**

The Districts' goals are to provide competitive wages and a comprehensive benefits package to our employees.

### **Medical, Dental, & Vision:**

The District pays 100% of Medical, Dental, Vision premiums for regular, full-time employees and their dependents who elect the Uniform Medical Plan (UMP)-Classic or lower cost plan. Employees who elect a more expensive plan, pay 10% of dependent cost.

- Public Employees Benefits Board (PEBB) is administered through the Health Care Authority (HCA) for Medical, Dental, & Vision plans. There are various plans to choose from at <https://fortress.wa.gov/hca/pebbhealthplan/compare.aspx>.
- If opting out of Medical Benefit insurance, Highline will contribute equivalent value, less dental expenditures, into the employee's VEBA savings account.
- Dental Insurance is covered by Delta Dental Or Willamette Insurance. <https://www.hca.wa.gov/assets/pebb/50-0706-pebb-dental-benefits-comparison-2023.pdf>
- Vision is provided by UMP and administered by Vision Service Plan (VSP). <https://www.hca.wa.gov/assets/pebb/ump-vision-service-plan-2023.pdf>
- Supplemental AFLAC & Colonial Insurance paid by the employee (optional).
- Medical and Dependent Care Cafeteria plans (optional).

### **Basic Life and Accidental Death and Dismemberment:**

- Employer paid benefit through Met Life; \$35,000 Basic Life Insurance with \$5,000 Accidental death and dismemberment.
- Supplemental available for employee, spouse or state-registered domestic partner and/or children.
- If opt out of medical, employee is not covered.

### **Basic Long-Term Disability & Optional Long-Term Disability:**

- Employer paid benefit Basic LTD; Employee paid Optional LTD through Met Life Insurance.
- Basic LTD provides 60% of the first \$400 per month of predisability earnings with a maximum benefit payable of \$240/month and a minimum benefit of \$50/month.
- Optional LTD provides up to 50% or 60% of the first \$16,667 per month of predisability earnings with a 90-day waiting period.
- If opt out of medical, employee is not covered.

**Health Reimbursement Arrangement VEBA Contributions:**

- HRA VEBA Contributions for all staff (Employee funded, \$100 a month).

**Vacation Accrual:**

- Vacation accrual is based on continuous years of service. The General Manager may credit an employee's prior industry experience toward vacation accrual at their discretion.

<b>YEARS OF CONTINUOUS SERVICE</b>	<b>HOURS</b>	<b>VACATION EARNED</b>
Hire date to 2	80 hours	10 days
After 2	96 hours	12 days
After 3	104 hours	13 days
After 4	112 hours	14 days
After 5	120 hours	15 days
After 10	144 hours	18 days
After 14	152 hours	19 days
After 15	160 hours	20 days
After 17	168 hours	21 days
After 20	176 hours	22 days
After 22	184 hours	23 days
After 25	192 hours	24 days

**Sick:**

- Sick leave accrual is 8 hours per month (12 days a year)
- Sick leave buyback is up to 48 hours per year when the remaining balance is greater than 160 hours.

**Holidays:**

	<b>HOLIDAY</b>	<b>DATE OF HOLIDAY</b>
<b>1.</b>	New Year's Day	January 1
<b>2.</b>	Martin Luther King Day	3rd Monday in January
<b>3.</b>	President's Day	3rd Monday in February
<b>4.</b>	Memorial Day	Last Monday in May
<b>5.</b>	Juneteenth	June 19
<b>6.</b>	Independence Day	July 4
<b>7.</b>	Labor Day	1st Monday in September
<b>8.</b>	Veteran's Day	November 11
<b>9.</b>	Thanksgiving Day	4th Thursday in November
<b>10.</b>	Day after Thanksgiving	4th Friday in November
<b>11.</b>	Christmas Eve	December 24
<b>12.</b>	Christmas Day	December 25
<b>13.</b>	Birthday Holiday	Floating (employed by 1 <sup>st</sup> Jan.)

**Other Leave:**

- Paid Family Medical Leave (PFMLA) is a mandatory statewide insurance program that will provide employee with paid time off to give or receive care for up to 12 weeks.
- Bereavement leave- 3 days for immediate family members
- Jury duty pay- up to 15 days
- Safety time off awards - 2 hours per quarter with no safety violations

**Retirement:**

- Members of the State of Washington Public Employees Retirement system (DRS)
- Employees are eligible to participate in the Deferred Compensation Plan (DCP), a 457B retirement plan.

**Other Miscellaneous Benefits:**

- Field Crew Clothing allowance - \$500 per year.
- Employer paid certification maintenance and renewal.
- Certification awards - Monetary incentive to acquire certifications prior to job description requirements.
- Wellsprings Family Resources - Employee Assistance Program (EAP), offers a confidential counseling assessment and referral program which provides:
  - help with personal difficulties
  - emotional problems
  - substance abuse issues
  - relationship and family crisis
  - legal and financial worries
- Education assistance/Pre-approved tuition reimbursement
- Meal allowance
- Service awards and Employee Recognition programs
- Access to free workout facility

**Collective Bargaining Agreement**

- Field employees are represented by a Collective Bargaining Agreement (CBA) through Local 32 - United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada (Local 32 UA). Some benefits expressed herein may be modified as described in the CBA.