

Lakehaven Utility District Benefits Summary

IUOE MEMBERS

Benefits:

- Participation in the State of Washington Department of Retirement Systems PERS Plans
- Participation in the Central Pension Program (benefit of IUOE membership)
- Optional participation in the State of Washington Department of Retirement Systems Deferred Compensation Program
- Participation in the State of Washington Health Care Authority's Medical, Dental, and Vision benefit programs and Basic Life and Long Term Disability insurance programs
- Optional participation in the State of Washington Health Care Authority's Life Insurance and Long Term Disability programs
- Employer paid life insurance in the amount of \$5,000 Accidental Death & Dismemberment Basic Insurance and Basic Life Insurance in the amount of \$5,000.
- Employer paid membership in an Employee Assistance Program.

Pay Structure:

- Beginning Wage - All newly hired employees shall, for the first six months of their employment, receive a probationary wage of 90% of their individual hiring rate of pay.
- Standby/On-Call Pay - Employees assigned to on-call duty Monday through Friday shall receive an additional twenty four (\$24.00) per day as and for on-call pay and employees assigned on Saturday and/or Sunday and holidays shall receive an additional thirty six (\$36.00) dollars per day as and for on-call pay.
- Out of Level Pay - Employees temporarily performing work in a higher classification for more than one work day shall receive an increase in pay for such work equaling \$2.00 per hour over their base pay or the lowest pay rate at the higher level, whichever is greater. Where the assignment shall last thirty (30) or more days, this adjustment shall apply to vacation, holiday, and sick leave pay.
- Pay days are the first business day after the 7th and 22nd day of the month.
- Employees are paid via direct deposit.

Required Payroll Deductions:

- Federal withholding – determined by your completion of the form W-4
- FICA and Medicare taxes – 7.65% of gross pay
- Washington State Industrial Insurance premium – based on the hours you work for your job classification
- PERS deduction – currently 4.15% of gross pay
- Central Pension Fund deduction - \$0.50 for every compensable hour
- Medical, Dental, and Vision benefits deduction – 10% of the cost of the plan and coverage you select (current range \$72.00-\$109.80/month)
- IUOE union dues – initiation fee and deduction begins when the District is notified by the union (usually after 6 months employment). Deduction is 1.9% of gross pay.

Paid Time Off:

- Regular Leave for employees shall be as follows:

<u>Years of Service</u>	<u>Hours Accrued Per Month</u>
Before completion of 5 years	10.67 hours
After completion of 5 years of service and less than 11 years of service	14.67 hours
11 or more years of service	18.67 hours

- Each employee will accrue four (4) hours of Major Medical Leave each month to be used for leave associated with a serious illness and/or injury of the employee requiring medical care (use is subject to requirements of the contract).
- Employees shall be provided one day of Sick Leave on January 1st and one day on July 1st (use is subject to requirements of the contract).
- Regular employees shall be granted the following holidays without loss of pay provided they work regular working days before and the regular working days after the holiday or unless the employee is on an authorized absence with pay.
 1. New Year's Day
 2. Martin Luther King Day
 3. President's Day
 4. Memorial Day
 5. Veteran's Day
 6. Independence Day
 7. Labor Day
 8. Thanksgiving Day
 9. Day after Thanksgiving Day
 10. Christmas Day
 11. The day immediately preceding or following Christmas Day (as arranged by the Board of Commissioners or designee).
- Position may require after hours, weekend, or holiday work as assigned.

The items discussed in this document are intended to be used for informational purposes only and are subject to change. A new Union contract is currently being negotiated.