

Lakehaven Water & Sewer District Benefits Summary

IUOE MEMBERS

Benefits:

- Participation in the State of Washington Department of Retirement Systems PERS Plans <https://www.drs.wa.gov/life/new/>
- Optional participation in the State of Washington Department of Retirement Systems Deferred Compensation Program <https://www.drs.wa.gov/dcp/>
- 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 (<https://www.hca.wa.gov/employee-retiree-benefits/public-employees>) (<https://www.hca.wa.gov/assets/pebb/50-0100-employee-enrollment-guide-2022.pdf>)
- Optional participation in the State of Washington Health Care Authority's Life Insurance (<https://www.hca.wa.gov/employee-retiree-benefits/public-employees/life-insurance>) and Long Term Disability programs (<https://www.hca.wa.gov/employee-retiree-benefits/public-employees/long-term-disability-insurance>) 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.
- Employer contribution of \$100/month to a HRA VEBA account for each employee. (<http://www.hraveba.org/>)
- Membership in the IUOE Central Pension Fund. (<http://www.cpfuoe.org/>)

Pay Structure:

- Standby/On-Call Pay - Employees assigned to on-call duty Monday through Friday shall receive an \$55.60 per day as and for on-call pay and employees assigned on Saturday and/or Sunday and holidays shall receive an additional \$83.40 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 before the 11th and 26th day of the month.
- Employees are paid via direct deposit.
- Pay increases include a January 1 COLA and a 2.5% step increase on the anniversary date based on union contracts.

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 6.36% of gross pay (PERS 2)

4/27/22

- IUOE Central Pension Fund – currently \$1.25/hour.
- Medical, Dental, and Vision benefits deduction – 10% of the cost of the plan and coverage you select above \$525/month (currently \$44.70 - \$101.50/month.)
- IUOE Union dues 1.9 % of gross pay.
- Washington Paid Family and Medical Leave premiums (Washington Paid Family and Medical Leave premiums (<https://paidleave.wa.gov/individuals-and-families/>)

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

- On January 1, 2020, employees will accrue eight (8) hours of WPSL. On February 1, 2020, employees will accrue six (6) hours of WPSL. On the first day of each remaining month during the year, employees will accrue five (5) hours of WPSL per month. This accrual pattern shall continue for each remaining year of the Agreement. Any employee that reaches more than 2,560 hours of paid work time (i.e. hours of actual work) during the year, shall accrue an additional one (1) hour of WPSL for each 40 hours of paid work time during the year above such level of 2,560 worked hours.
- 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).

- 16 hours of unpaid Religious/Faith/Conscience Holidays (as described in resolution and MOU's).
- 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.