



## BENEFITS AT A GLANCE SUPPLEMENTAL INFORMATION SUMMARY

*Effective January 2023*

Covington Water District (The District) offers a comprehensive benefit package to support the well-being of our employees.

### **Health and Insurance Benefits**

The District offers full family competitive medical, dental and vision health insurance plans to eligible employees. The District pays 100% of the insurance premiums for each of these health plans for its eligible employees and their eligible dependents.

#### **Eligibility**

Health insurance coverage begins on the first day of the first full month following hire date or transfer to an eligible position. The District pays 100% of the elected premium.

#### **Medical Plans**

The District offers several medical plan options through Health Care Authority, Public Employee Benefits Board (PEBB).

#### **Dental Insurance**

The District provides dental coverage through Delta Dental of WA.

#### **Vision Plan:**

The District offers vision coverage through Vision Service Plan (VSP).

### **Health Reimbursement Account through VEBA**

HRA VEBA is a tax-free health reimbursement arrangement (HRA) that enables The District to make contributions into a special trust account on your behalf. The tax-free funds can be used to pay or reimburse eligible out-of-pocket healthcare costs for you and qualified dependents.

#### **Life Insurance**

The District provides a basic employer-paid \$50,000 "term" life and AD&D insurance for all benefit eligible employees.

### **Supplemental Insurance Plans**

The District offers voluntary employee paid participation in the following plans: Short Term Disability, Accident, Hospital Confinement Sickness, Cancer Indemnity, Critical Illness, Supplemental Dental and Hospital Indemnity Limited Benefit insurance plans.

### **Employee Assistance Program**

The District offers an Employee Assistance Program to all employees and pays the full cost of this coverage.

## **Paid Time Off**

### **Holidays**

The District offers thirteen (13) paid holidays per calendar year.

### **Sick Leave**

Regular full-time employees accrue eight (8) hours of sick leave benefits each calendar month up to the maximum of 320 hours. Regular part time employee sick leave is prorated based on hours worked.

### **Vacation**

New Hires or newly eligible full-time employees accrue vacation at 8 hours per month. Regular part time employee vacation leave is prorated based on regular scheduled hours. Vacation will be awarded after the successful completion of a six-month introductory period and thereafter on the month end payroll up to the maximum of 320 hours.

## **Retirement Benefits:**

### **Washington State Department of Retirement Systems**

Public Employees Retirement Systems (PERS) is administered by Washington State Department of Retirement (DRS).

### **Deferred Compensation Program**

Eligible employees have the opportunity to participate in the Washington State Department of Retirement Systems Deferred Compensation Program (DCP).

## **Other Benefits:**

### **Flexible Work Schedules**

The District offers several options for alternative work schedules for each department (subject to management approval) to allow flexibility in shift start and end times.

### **Tuition Reimbursement and Training**

After one year of employment full time District employees are eligible to receive reimbursement up to a maximum of \$7,500 and Part-Time \$3,000 per fiscal year for the combined costs of tuition, books and fees for District approved college education in pursuit of a degree.

*Note: District benefits as listed are subject to change with or without notice.*