



Employee Benefits Summary



Health

Medical | Dental | Vision

Employer-paid premiums: **95%** for employee, **75%** for eligible dependents, or opt-out credit.

Health Reimbursement Accounts

Pre-tax employee & **employer-paid** VEBA/HRA. Additional pre-tax, employer-paid health & child care FSA available.

Wellness Programs

Employee Assistance Program, **on-site massage & yoga**, **employer-paid** physical therapy, gym discounts, weight mgmt. & tobacco cessation.

Personalized Wellness Portal

Wellworks For You portal featuring wellness resources, activities, and challenges offering up to **\$750** in program incentives.



Retirement

Public Employee Retirement & IAP

Employer-funded retirement with **lifetime monthly benefit** for eligible employees at retirement.

6% Employer-paid IAP plan contributions.

Deferred Compensation Plan

457 Plan **pre-tax or ROTH** employee-paid retirement plan.

Post-Retirement Benefits

Eligible employees have access to post-retirement **health** and **life** insurance plans.



Financial

Life Insurance

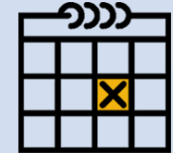
Employer-paid coverage at **2.5x annual salary**. Includes Accidental Death & Dismemberment and limited coverage for dependents.

Disability

Employer-paid short-term and long-term coverage at **60%** of weekly wages.

Employee Credit Union

All employees eligible for **membership** at EWEB Credit Union. Checking, savings, & loans available.



PTO/Leaves

Paid Vacation

Full time employees earn **13 days/year**, and accrual rate increases by .5 days for each year of service up to 25 years.

Paid Holidays

10 paid holidays observed in addition to **12 hours** of floating holiday.

Paid Sick Leave

Full time employees earn **12 days/year**. Accrual is unlimited.

Click on each benefit for more details