

BENEFITS FOR REPRESENTED (Union) EMPLOYEES

Benefits are provided to regular employees who work a minimum of 80 hours per month. Health insurance benefits for union employees are administered by the Oregon Teamster Employer's Trust (OTET). More detailed information is available by calling Risk & Benefits Management at 503-681-3617 or email labontee@cleanwaterservices.org

MEDICAL INSURANCE

OTET offers the choice of a Blue Cross Blue Shield PPO plan or a HMO plan through either PacifiCare or Kaiser Permanente. All of the plans includes prescription, vision and chiropractic benefits. Clean Water Services pays up to a negotiated cap towards the premium for employees and their dependents. Coverage begins on the first day of the month following 80 hours of work.

DENTAL INSURANCE

Dental Insurance is offered through Willamette Dental or a Tradition Plan through Blue Cross Blue Shield. Both plans also includes on orthodontic benefit. Clean Water Services pays up to a negotiated cap towards the premium for employees and their dependents. Coverage begins on the first day of the month after a 3 month waiting period.

LIFE INSURANCE

Represented employees provided term life insurance in the amount of \$3,000. and the District also provides a \$1,000 policy.

Regular employees may be eligible to purchase up to \$300,000 of additional term life insurance for themselves or a spouse, and up to \$10,000 for their children. Rates vary by the employee's age and the amount of coverage requested.

SHORT TERM DISABILITY

The Trust offers a short term disability plan that pays disabled workers \$300 a week for up to 26 weeks, and the policy also pays the employee's medical insurance premium for up to 12 months. This coverage is provided as part of the benefits package through OTET.

RETIREMENT SYSTEM

Employees who begin Oregon public sector employment after August 29, 2003 are members of the Oregon Public Service Retirement Plan (OPSRP), which is administered by the Oregon Public Employee Retirement System (PERS). After six full calendar months of employment, employees contribute 6 percent of their salary to an individual account (IAP) on a pre-tax basis through automatic payroll deduction. In addition, Clean Water Services makes a contribution based on the projected benefits of the employees and the cost of running the system.

OPSRP members are eligible for full retirement benefits at age 65 or at age 58 after 30 years of service. The OPSRP individual account is immediately vested, and the employer contribution is vested after an employee works at least 600 hours in 5 calendar years. At full retirement, benefits are calculated by taking 1.5% X final average salary X retirement credit in years, plus the IAP account balance. Employees who worked in a PERS covered position prior to August 29, 2003 can contact Risk & Benefits Management for more retirement information.

DEFERRED COMPENSATION

A 457(b) deferred compensation plan is a retirement savings plan that allows eligible employees to save and invest pre-tax dollars through voluntary salary deferral. Distributions are usually taken at retirement, but funds can be withdrawn if participants end their employment with the District.

FLEXIBLE SPENDING ACCOUNT

Employees have the opportunity to set aside pre-tax dollars to pay for un-reimbursed medical expenses and/or dependent care expenses by utilizing a Section 125 Cafeteria Plan.

WELLNESS PROGRAM

Clean Water Services offers wellness program at www.CWSWellness.com. The program contains key elements that will empower our employees and their family members to develop healthier lifestyles which contribute to a healthier workforce. The program is distributed through a state-of-the-art wellness web site which offers the ability and convenience of having an online communications tool 24 hours a day, 7 days a week.

OTHER OPTIONAL BENEFITS

- Long Term Disability Insurance
- Employees and their families have the opportunity to utilize an Employee Assistance Program, which provides a variety of counseling and financial planning services at no charge
- Discounted TriMet passes
- Optional supplemental insurance may be purchased on a pre-tax basis through Aflac

VACATION

Full-time employees will accrue vacation at the following rate:

<u>Years of Service</u>	<u>Days Per Year</u>
0 - 5	12
5 - 10	15
10 - 15	18
15 - 20	21
20 or more	24

SICK LEAVE

Full-time employees earn 12 days of sick leave per year. There is currently no limit to the number of sick leave hours an employee can accrue.

HOLIDAYS

Clean Water Services employees are provided 10 paid holidays each calendar year:

- New Year's Day
- Martin Luther King, Jr. Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Day
- Three (3) Personal Holidays

SALARY ADMINISTRATION

Each position at Clean Water Services has a salary range, and starting salaries typically fall within the first half of the range. The District rewards employees for the work that they do and for their role in helping the District achieve its strategic initiatives. This occurs through a performance based pay system, where employees' salary increases are based solely on performance. In addition, the District provides a Goal Sharing Program which is aimed at helping the District save money, improve processes, and reward employees for setting high goals and reaching them

Combined, the Performance Based Pay System and the Goal Sharing Program allow employees to influence their individual wages through high performance and contributing to the achievement of District goals.