

CCWA offers eligible employees a well rounded benefit package containing a wide range of benefits and services which includes:

CORE BENEFITS

Flexible Benefit Plan

CCWA's contribution toward employee and dependent medical, dental and/or vision insurance coverage is provided under the terms of a flexible benefit plan. Generally, CCWA provides a certain amount of funds for medical, dental and vision insurance under the plan. Premium costs associated with the various plans are deducted from the cafeteria plan allowance. Premium costs above the allowance are paid by the employee.

Group Health Plan

Because everyone has different health care needs and preferences, CCWA offers its employees a choice of medical plan options designed to best meet the individual needs of the employees and their families including HMO and PPO Plan options.

Dental and Vision Plan

CCWA offers a self funded dental and vision plan for employees working at least 30 hours per week and their covered dependents.

Life and Long Term Disability Insurance

CCWA provides each full-time employee scheduled to work 30 hours per week, employer paid life insurance and long-term disability insurance. CCWA provides a life insurance policy in an amount equal to 1 and ½ times the employee's annual salary up to a maximum of \$250,000 effective two full calendar months after the date of hire for the duration of his/her employment, with CCWA paying the insurance premiums.

RETIREMENT PLANS

All probationary and regular employees will be enrolled in the Public Employees Retirement System (PERS). The CCWA does not participate in full social security, but does participate in Medicare.

457(b) Deferred Compensation Plan

CCWA offers a Deferred Compensation Plan which permits employees to defer a portion of their income until retirement and will match the employee's bi-weekly contribution to the 457(b) plan to a maximum of 5% of base salary. All plan funds plus accrued interest are refundable according to the plan's provisions should an employee leave CCWA, or otherwise seek to withdraw his/her contribution prior to retirement.

TIME OFF BENEFITS

Holiday Pay

CCWA observes the following holidays:

- New Year's Day
- Martin Luther King Jr. Birthday
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Veterans' Day
- Thanksgiving Day
- Day After Thanksgiving Day
- Christmas
- 2 floating holiday annually

Vacation

CCWA provides vacation benefits to eligible employees to provide opportunities for rest, relaxation and personal pursuits. The vacation accrual amount varies by length of service.

Sick Leave

Eligible, full-time employees accrue 12 days of sick leave per year.

Personal Days

Exempt Employees receive five personal leave days each calendar year.

Bereavement Leave

Employees may take up to 3 days of paid bereavement in the event of an immediate family member's death.

Jury Duty/Witness Duty

Employees are encouraged to fulfill their civic responsibility by serving on jury or witness duty when required and will receive regular pay for such time.

WORK/LIFE BENEFITS**Training and Development**

CCWA encourages employees to continue their education to maintain and improve the skills and knowledge required in their job or to prepare for promotional opportunities. Upon satisfactory completion by full-time regular employees of courses approved by the Executive Director, the CCWA will pay the first \$50 and 50% of the cost thereafter of tuition and required books, up to a maximum of \$1,000 per calendar year.

Recognition and Incentive Programs

CCWA values exceptional performance by its employees and desires to encourage exceptional employee achievements through an employee achievement incentives program (EAIP). Under the EAIP, employees are eligible to receive small one-time awards as part of achieving pre-established goals of exceptional achievement as determined by the employee's supervisor.

Receipt of this information does not constitute an offer of employment.