

Jefferson County Water Authority

Detail of Employee Benefits (Subject to Change)

Full-time employees at the Jefferson County Water Authority are provided with a wide range of benefits. Several of the programs (such as Social Security, workers' compensation, state disability, and unemployment insurance) cover all employees in the manner prescribed by law.

No benefits will be given until after a 6-month probation period. However, health, vision, dental, life insurance is available the month following the date of hire.

The following benefit programs are available to full-time employees:

- **401(K) Deferred Plan**

Employer will match up to 3% to the employees who contributes into the 401(k) deferred compensation plan.

Examples: Employee contributes 6% of annual salary - Employer matches 3%
Employee contributes 3% of annual salary – Employer matches 1.5%
Employee contributes 2% of annual salary – Employer matches 1%

- **401(K) Contributory**

Employer will annually deposit into each employee's 401(K) plan a pre-determined amount approved by the board (Approximately \$2500).

- **Auto Mileage Reimbursement for Training, etc.**

- **Funeral Leave**

Three (3) days of paid time off due to the death of an **immediate family member**. Funeral leave must be taken within two (2) weeks of the date of death.

- **Group Health Insurance**

JCWA will pay 100% of employees only health, dental, vision, and life or \$500 towards premium.

- **Personal Assistance Program (EAP)**

- **Jury Duty Leave**

Up to two weeks of paid jury leave over a one-year period.

- **Shift Pay**

- Midnights \$.85
- Evenings \$.65

- **Sick Day Benefits**

Eligible employees shall accrue sick leave benefits at the rate of six (6) paid sick leave days per year. Sick leave benefits will accrue on a monthly basis, available after their 6-month probationary period, at a rate of ½ sick day every month of employment in a calendar year and will begin with a full (6) days after January 1st of the calendar year.

Full time employees may accrue up to twelve (12) days each year that will be “banked” and can be used for periods of temporary absence for five (5) days or more due to illness or injury for which no compensation is paid under the Worker’s Compensation Laws of Missouri. All qualified employees shall be permitted to accrue a maximum of 130 days in their long-term sick leave/disability bank.

- **Holidays (payable after 6-month probation period)**

New Year’s Day (January 1)

Martin Luther King, Jr. Day (third Monday in January)

Presidents’ Day (last Monday in February)

Truman’s Birthday (May 8)

Memorial Day (last Monday in May)

Juneteenth (June 19)

Independence Day (July 4)

Labor Day (first Monday in September)

Columbus/Indigenous Persons Day (2nd Monday in October)

Veterans’ Day (November 11)

Thanksgiving (fourth Thursday in November)

Day after Thanksgiving

Christmas Eve (December 24)

Christmas (December 25)

New Year’s Eve (December 31)

Personal Holiday

- **Life Insurance**

Employee Benefit – 1 x’s Annual Salary

Spouse - \$5,000

Dependent - \$2,000 (up to 26 years of age if a full-time student)

- **Flexible Spending Account (Under Cafeteria 125)**

- **Vacation Buy-Out**

Up to one-half of annual accrued vacation days, which is paid out on 1st payroll in January.

- **Vacation Benefits**

1> - <4 Years’ Service (2 Weeks)

4> - <9 Years’ Service (3 Weeks)

9> Years’ Service (4 Weeks)