



Paid Time Off

Fixed Holidays:

We have ten paid holidays: New Year's Day, Martin Luther King Day, Spring Holiday (Friday before Easter), Memorial Day, Independence Day, Labor Day, General Election Day, Thanksgiving, Friday after Thanksgiving, and Winter Break (December 24 and 25). Employees working 30 or more hours per will receive 8 hours of holiday pay for each fixed holiday.

Personal Holidays:

Employees receive two personal holidays each calendar year. Employees accrue three personal holiday hours as of January 1 and subsequently one-half hour of personal holiday time per pay period for a maximum of 16 hours per year. Days can be used before accrued. *Available hours are prorated for those who start with the agency after January 1st of each year.*

Vacation:

Employees earn a percentage of vacation time on paid hours up to an 80-hour base per pay period with a cumulative maximum of 208 hours. Hours must be earned prior to use.

- 0 to 5 years of employment will earn 5% of paid hours up to 80 hours a pay period
 - *Example: 80 hours x 5% = 4 hours earned*
- 6 to 10 years of employment will earn 7.5% of paid hours up to 80 hours a pay period
 - *Example: 80 hours x 7.5% = 6 hours earned*
- 11+ years of employment will earn 10% of paid hours up to 80 hours a pay period
 - *Example: 80 hours x 10% = 8 hours earned*

Sick Time:

Employees earn a percentage of sick time on paid hours up to an 80-hour base per pay period with a cumulative maximum of 480 hours. Hours must be earned prior to use.

- Employees will earn 5% of paid hours up to 80 hours a pay period
 - *Example: 80 hours x 5% = 4 hours earned*

Hazardous Weather Pay:

In the event of hazardous weather (winter storms, extreme cold, extreme heat, etc.), immediate supervisors may allow employees to telecommute, flex their schedule, or use Hazardous Weather Pay (paid time off).

Funeral Leave Pay:

In the event of a death, after notifying the supervisor, an employee may take paid leave according to the following schedule:

- Immediate family member, or other extended family as approved by the Department Director – three days
- Co-worker – one day

Insurance Benefits

Health Insurance:

Health insurance will be provided to employees that work 30 hours or more per week through the provider, Quartz, and goes into effect the first of the month following 30 days of employment. Insurance premiums are age rated and are withheld the first and second check of the month.

Health Savings Account:

Couleecap has elected to contribute to a health savings account (HSA) for all employees who are eligible for and enrolled in the agency health insurance plan. For 2019, this dollar amount is \$153 per month for a single plan or \$307 per month for family plan. Employees are able to contribute to the HSA in addition to the employer's contribution.

Dental Insurance:

Dental insurance is offered to employees that work 30 hours or more per week through the provider, Delta Dental, and goes into effect the first of the month following 30 days of employment. The employee insurance premium for a single plan is \$8.90 per month, a family plan is \$25.60 per month and are withheld the first and second check of the month.

Vision Insurance:

Vision insurance is offered to employees that work 30 hours or more per week through the provider, Delta Dental, and goes into effect the first of the month following 30 days of employment. The employee insurance premium for a single plan is \$5.88 per month, an employee plus one plan is \$11.18 per month, and a family plan is \$17.54 per month and are withheld the first and second check of the month.

Flexible Spending Account:

Employees may elect to participate in a flexible spending account (FSA) each year where they contribute pre-tax dollars to pay for dental and vision expenses or dependent care.

Long Term Disability:

Long Term Disability insurance is offered to employees that work 30 hours or more per week through the provider, The Reliance, and goes into effect the first of the month following 30 days of employment. The employee insurance premiums are withheld the first and second check of the month.

Life Insurance:

Couleecap will purchase a life insurance policy from The Standard, the value of one year's salary, for each employee hired to work 30 or more hours per week. Employees have the ability to enroll in voluntary additional coverage for themselves, their spouse, and any dependent children. This coverage goes into effect the first of the month following 30 days of employment. Insurance premiums are withheld the first check of the month.

Retirement

Retirement:

Upon hire an employee can enroll in the Mutual of American retirement 401(k) plan. The agency will contribute a 200% match up to 6% for eligible employees after one year of employment. Vesting occurs after three years of participation in the plan.

- *Example: Employee contributes 1%, Couleecap will match at 200% making the match 2%.*
- *Example: Employee contributes 3%, Couleecap will match at 200% making the match 6%.*
- *Example: Employee contributes 4%, Couleecap will match at 200% up to 6% making the match 6%.*

Additional Benefits

Employee Assistance Program:

Couleecap provides all employees and their family members an Employee Assistance Program (EAP) to assist with personal or emotional needs that may affect job performance. The EAP provides services, including assessments, screenings, referrals, and brief counseling, up to five sessions per concern, annually.

Career Development Plan:

Employees, after successfully completing their orientation period of service, who are interested in furthering their educational training through an educational institution may be reimbursed for some of the cost of books and/or tuition fees once the course is successfully completed. Employees may also use up to 80 hours paid release time per year for these educational pursuits.

Flexible Schedule:

Couleecap is a family-friendly employer and encourages a strong work-life balance. We understand employees may need flexibility within their work schedule to allow for family needs. All scheduling adjustments should be discussed and approved by an employee's immediate supervisor.

Telecommute:

Couleecap understands there are times where an employee may want or need the ability to telecommute. Employees may make a formal request to their immediate supervisor; each request will be determined on a case by case basis.