

## COMPENSATION AND BENEFITS

KRCD offers competitive salaries and an attractive benefits package that includes:

- **Retirement** – District will match an employee's voluntary contribution to either the 457 Deferred Compensation Plan or the Money Purchase Plan up to a 9% maximum of base annual compensation. Flood Maintenance Unit represented employees participate in an Employer-paid Defined Benefit Union Retirement Plan.
- **Annual Leave** -- Ten (10) paid holidays and one (1) floating holiday in addition to vacation and sick leave allowances (i.e. Vacation year 1-3 = 10 days; Sick = 12 days per year) Employee can cash out unused sick leave at a percentage of total balance upon termination after a minimum of six (6) years.
- **Medical Insurance** – District pays 100% of the employee's premium and 50% of dependent's premium (Average family coverage contribution by District = \$650/mo)
- **Dental Insurance** – District pays 100% of both the employee's and dependent's premiums (Family coverage paid by employer = \$130/mo)
- **Vision Insurance** – District pays 100% of both the employee's and dependent's premiums (Family coverage paid by employer = \$14/mo)
- **Employee Assistance Program** – District provides access to EAP for all employees and dependents at no cost to the employee.
- Other optional employee-paid benefits include: **Pre-tax Flexible Spending and Child Care reimbursement accounts; Pre-tax AFLAC Supplement Coverage** (Accident, Cancer, Specified Event, etc).

## REPRESENTED CLASSIFICATIONS

The following positions are represented by the International Union of Operating Engineers, Stationary Local No. 39 of the AFL-CIO:

### FLOOD MAINTENANCE UNIT

- Flood Maintenance Worker I
- Flood Maintenance Worker II
- Senior Flood Maintenance Worker

### HYDRO UNIT

- Apprentice A, B
- Electrician, Senior Electrician
- Mechanic, Senior Mechanic
- Operator, Senior Operator
- Maintenance Journeyworker
- Electro-Mechanical Technician

