



## GENERAL INFORMATION – JOURNEYMAN METERMAN\*

\*ANY REFERENCE TO THE MALE GENDER SHALL APPLY EQUALLY TO MALE AND FEMALE  
EMPLOYEES

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*"Franklin PUD provides quality services and achieves efficiencies that benefit our community"*

<b>Status:</b>	Regular, full-time, bargaining unit position
<b>Hourly:</b>	\$36.17 per hour
<b>Overtime:</b>	2 x hrly rate
<b>Paydays:</b>	Employees are paid every two weeks, by direct deposit.
<b>Special Requirements:</b>	Journeyman status, recognized by IBEW, Local 77
<b>Other information:</b>	Franklin PUD participates in E-Verify, to confirm new employee's authorization to work in the United States

### Benefits

**Personal Leave:** New employees earn 21 days of paid Personal Leave (PL) per year, in increments of 6.46 hours per pay period. This increases to a maximum of 35 days after 25 years of employment. Personal Leave is a single-leave bank, used for vacation, illness, family leave or bereavement time. Accrued PL is available to new employees immediately.

**Comp Time:** Hourly employees may convert a maximum of 20 hours of overtime worked to 40 hours of paid time off each year.

**Holidays:** (8 scheduled/11 total) New Year's Day, President's Day, Memorial Day, July 4<sup>th</sup>, Labor Day, Thanksgiving, Day after Thanksgiving, Christmas. During the first year, employees hired prior to October 1<sup>st</sup> receive 3 floating holidays after 30 days of employment. Thereafter, employees receive 3 floating holidays the first pay period of each year.

**Retirement:** Employees are members of the Washington State Public Employees Retirement System (PERS). Both employees and the PUD make PERS contributions. PERS provides regular retirement and disability retirement benefits. Employees separating from PUD service before retirement may withdraw their contributions plus interest.

**Insurance:** Employees participate in the Central Washington Public Utilities Unified Insurance Program (UIP). Medical insurance is administered by Premera. Employees choose from four plans with four levels of out-of-pocket expenses. Premiums by plan are currently \$20.00, \$56.95, \$151.28, and \$433.83 per month, covering all eligible family members. There are three PPO plans and one High Deductible plan with a HRA/VEBA contribution. The District contributes a maximum of \$1,181.49 per month for each employee's premium – the employee pays the balance. All plans include medical, dental, and vision coverage for employees and their eligible dependents. All plans includes life, accidental death and dismemberment, and long-term disability insurance for the employee only. Plan years run from August 1 to July 31. Annual increases to premiums should be expected.

**VEBA (Voluntary Employee's Beneficiary Association):** By vote of the employees, the District reduces each bargaining members wage by 1.5%, and contributes that amount to an HRA/VEBA account, in the employee's name. VEBA dollars are tax-free, to be used for out-of-pocket medical

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expenses which are not covered by any other insurance or tax exempt program. VEBA account balances have investment earning potential. Employees are encouraged to view VEBA accounts as a retirement benefit.

**Wellness Program:** Employees who agree to participate in District-sponsored wellness activities will receive an employer-paid HRA/VEBA contribution equal to 2% of their regular income. Employees who do not participate in wellness activities receive 1.0% HRA/VEBA contribution.

**Flexible Spending Plan:** Individuals may make tax free contributions each year to a Flexible Spending Account. Flex Plan dollars are also be used for approved out-of-pocket medical expenses or dependent care expenses. Because Flex plans allow individual choice in participation and contribution amount, they contain a 'use it or lose it' feature, meaning their balances are not invested, and do not carry over from one year to the next. Unclaimed contributions are not returned to the employee.

**Deferred Compensation:** Employees may voluntarily defer a portion of their annual taxable income into a deferred compensation plan account for distribution at termination/retirement. The District matches employee contributions at the rate of 50 cents on the dollar, up to 2% of the employee's regular wages. 457 and/or 401(a) plans are available.

**Life Insurance:** As part of the Unified Insurance Program, employees receive life insurance equal to their regular annual salary and accidental death insurance equal to their annual salary. They may purchase additional life insurance, through payroll deduction, for themselves, their spouse or dependent children.

**Short Term Disability:** Employees who are unable to work due to illness or injury may be eligible form Short Term Disability. The benefit pays 70% of regular wages, for up to 6 months. If, after 6 months, the employee is unable to return to work, the employee may apply for Long Term Disability, which provides either 60% or 66 2/3 % of regular income.

Other benefits include a tuition reimbursement program, Employee Assistance Program for counseling services, and membership in a full-service credit union (GESA).

**Normal Work Schedule:** The normal work week consists of five 8-hour days, or 40 hours per week, Monday through Friday. The work day is routinely scheduled between 7:00 a.m. and 3:30 p.m. each work day, with one-half hour for lunch.

**Pre-Employment Activities:** Job Offers are contingent upon the results of a work-related **physical, drug test** for safety-sensitive jobs, **background check** and **verification of valid driver's license** if one is required. Background information is obtained in part by Online Utility Exchange.

### **Post-Employment Activities**

**Franklin PUD verifies the identity and employment eligibility of all persons hired.**

Within three days of employment, Franklin PUD will provide the Social Security Administration, and, if necessary, the Department of Homeland Security, with information from each new employee's Form I-9, to confirm work authorization. If we are unable to confirm than the employee is authorized to work, we will provide the employee with written instructions and an opportunity to resolve their status.

**Employees who cannot or do not resolve their status within the time provided will be terminated.**