

Employee Benefits & Other Related Information

Vacation Leave	Eligible employees shall be covered by the vacation and sick leave provisions contained in the respective collective bargaining agreements; i.e., employees will earn vacation leave at the rate of 1 ¾ working days or 14 hours per month for each full month of qualifying service and may accumulate up to a total of 90 working days or 720 hours; vacation hours in excess of 90 working days or 720 hours are forfeited annually.
Sick Leave	Eligible employees shall be covered by the vacation sick leave provisions contained in the respective collective bargaining agreements; i.e., employees will earn sick leave at the rate of 1 ¾ working days or 14 hours per month for each full month of qualifying service; there is no limit to the number of hours accumulated. Upon retirement, unused sick leave may be used to enhance retirement benefits.
Medical Benefits; Employee-Union Trust Fund (EUTF)	BWS provides medical, dental, vision, and prescription drug coverage for eligible employees and their dependents through the Employer-Union Trust Fund; The amount the BWS pays is specified in the bargaining unit agreements; employees have the option of paying their health premiums on a pre-tax or post-tax basis. (Subject to change per legislation)
Employees' Retirement System (ERS)	Eligible employees starting after July 1, 2012 will automatically be enrolled in the Hybrid Plan and will contribute 8% of their gross wages. Under this plan, one may retire after 10 years of service and receive full benefits at age 65 or at age 60 with 30 years of service. Upon retirement a normal benefit is based on years of service multiplied by 1.75% of AFC(average final compensation) average of your five highest years of base pay earning excluding any lump sum vacation. Retirement benefits may be subject to change by the ERS Board of Trustees.
Workers' Compensation	If an employee incurs a work-related injury or illness, benefits will be available to cover eligible medical expenses and to replace a portion of the employee's lost wages while the employee is unable to work. The employee may also have the option of using any available sick leave or vacation leave to supplement the workers' compensation benefits to equal full pay.
Temporary Disability Insurance (TDI)	If an employee suffers a non-work related injury or illness, he/she may be eligible to receive benefits that cover a portion of wages while disabled. The maximum duration of benefits is 26 weeks at 58% of salary.
Leave Sharing	The leave sharing program allows employees to donate, either directly or through a central bank, vacation leave to eligible fellow employees recovering from a catastrophic injury or illness.

Family Leave (FMLA)	Employees may be eligible for paid family/medical leave – maximum 12 weeks under the Federal Act and a maximum of 4 weeks under the State act, which are concurrently applied. The conditions of eligibility for the 2 acts may vary.
Other Types of Leaves	Paid leave is granted for bereavement, jury duty and active military duty. Administrative leave is also granted for parent-teacher conference and blood donation.
Deferred Compensation	The Deferred Compensation Plan is available to all eligible employees through Voya Financial. Participation in this pre-tax supplemental retirement savings program is voluntary.
Group Life Insurance	The Board of Water Supply pays 100% of the monthly premium for group life insurance coverage through Securian Life. Current maximum benefit amount is \$33,770.00. Employee organizations (e.g. unions) also offer alternative group life plans at a cost to the employee.
Holidays	There are 13 paid holidays per year (14 during an election year)
Pre-Tax Qualified Parking	Eligible employees who park on the Board of Water Supply premises are assessed a semi-monthly parking fee via payroll deduction in accordance with the Board of Water Supply parking policies and procedures. Employee participation is voluntary.
City Flex Plan	Effective January 1, 2013, City Flex will allow employees to pay for eligible health and dependent Care expenses with TAX FREE money by redirecting a portion of their salary to a Health Flexible Spending Account and/or a Dependent Care Flexible Spending Account.
Other Benefits	Eligible to join the Hawaiian Tel Federal Credit Union (fka Board of Water Supply FCU). To become a member a minimum deposit of \$5.00 is required. Also, eligible to join Aloha Pacific Federal Credit Union and Hawaii State Federal Credit Union. Please contact respective Credit Unions for more information.

**All of the above benefits may be subject to change due to legislation, collective bargaining, policies, etc. This does not constitute a legal document or contract. Benefits vary by type of employment and employment conditions.

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