



Employee Benefits Full-Time

Full-time employment:

- Monday through Friday, 8:00 a.m. to 4:30 p.m.

Health Insurance with Health Tradition:

- \$76/month for single coverage with HSA with a \$6,750 deductible
 - Up to \$2,500 HRA reimbursement after \$4,250
- \$380/month for limited family coverage with HSA with a \$13,500 deductible
 - Up to \$5,000 HRA reimbursement after \$8,500
- \$600/month for family coverage with HSA with a \$13,500 deductible
 - Up to \$5,000 HRA reimbursement after \$8,500

Life Insurance:

- Agency pays for \$10,000 life insurance policy

Retirement Plan:

- Agency contributes 3% of gross pay to a 401k after one year of employment
- Agency will provide an additional 3% with a 3% employee match
- Vested after three years of employment

Paid Holidays:

- New Year's Day
- Martin Luther King Jr. Day
- Memorial Day
- 4th of July
- Labor Day
- Thanksgiving
- Day after Thanksgiving
- Christmas Eve
- Christmas Day

Personal Leave:

- 28 hours earned annually

Vacation:

- 2 weeks until completion of three years

- 3 weeks until completion of five years
- 4 weeks until completion of ten years
- 5 weeks until completion of 20 years
- 6 weeks after completion of 20 years

Sick Leave:

- 8 hours earned/month per month of sick leave

Western Dairyland Economic Opportunity Council, Inc. (WDEOC) is an approved employer for the Public Service Loan Forgiveness program.

Voluntary Benefits

Dental Insurance with Standard:

- Single \$29/month
- Family \$86/month

401k:

- Immediately upon hire may contribute on a pre-tax or Roth (post-tax) basis up to State and Federal maximums. Employee contributions are 100% vested.

Disability Insurance:

- Short and long term (premium based upon age and desired coverage)
- Supplemental Life Insurance (premium based upon age and desired coverage)

Additional Insurance:

- Accident, Cancer, Critical Illness, Hospital Confinement, and Life Insurance are available with premiums based upon age and desired coverage