

## Weirton Sanitary Board

### Benefit Package

- Health Insurance
  - HighMark Blue Cross - Blue Shield. \$5,000/10,000 deductible.
  - GAP insurance covers out-of-pocket expenses.
  - Health insurance starts at the first day of the month after the hire date.
- Dental Insurance (optional) - there is a payroll deduction. WSB pays 1/2.
- Vision Insurance - no payroll deduction.
- Retirement plan through the State of WV (Public Employees Retirement System). There is a payroll deduction for the retirement plan. Starts upon completion of probation period. WSB matches your payroll deduction.
- Life insurance - \$50,000 - no payroll deduction. Can increase the life insurance but there will be a payroll deduction.
- Sick leave - 30 days per year after the first full year of employment up to 120 days
- Longevity pay - after the first full year of employment - \$9.00 per month - payable twice a year.
- Paid time off after one year of employment (starts after probation period ends.) 5 vacation days plus 2 personal days. Perfect attendance days = 1 day for every quarter with no absences.
- 11 paid Holidays after completion of probation period.
- Union membership is required after completion of probation period- \$5 per pay deduction.
- Shift differential pay = \$0.40 per hour between the hours of 3:00 PM and 7:00 AM. \$0.60 per hour for overtime.
- Uniforms (11 sets).
- Clothing: 1 jacket and 1 pair of coveralls and a pair of steel toe boots (the Sanitary Board will cover a cost of \$80 for steel toe boots) - after probation period.
- Tuition reimbursement.
- Free enrollment in the Milsop Community Center & Starvaggi Pool.
- Can participate in the WV Retirement Plus Plan which is a 457 plan.
- Can purchase AFLAC insurance.