Summary of Employee Benefits
The North Clackamas County Water Commission (NCCWC) offers a generous benefits package to all regular full-time employees.

Medical Insurance
NCCWC offers a low-deductible Regence Blue Cross PPO medical insurance plan. Coverage includes you and your dependents and is 100% paid by NCCWC. The plan also includes a vision and prescription drug benefit.

Dental Insurance
Staff members and dependent family members are eligible for a dental insurance plan through MODA Dental. The dental plan is 100% paid by NCCWC.

Retirement
NCCWC participates in the Public Employees Retirement System (PERS). Staff members new to PERS will be eligible following 6 months continuous service. There are two types of contributions:

- Member contributions are 6% and immediately vested.
- Employer contributions are vested after contributions have been made in five separate calendar years.

You also have the option of contributing additional pre-tax dollars up to federal limits to a 457 deferred compensation plan through Nationwide.

Life Insurance
NCCWC fully pays for your basic life insurance in the amount of your annual salary to a maximum of $50,000 and accidental death and dismemberment (AD&D) to a maximum of $50,000.

Long Term Disability Insurance
The District provides you with a long-term disability (LTD) plan which provides up to 60% of your salary, up to a maximum benefit of $5,000 per month for qualifying disabilities following a 90-day waiting period.

Flexible Spending Account
The District offers a Flexible Spending Account (FSA). FSA’s allow eligible employees to pay for non-covered health related expenses and child care expenses with tax-free income.

Paid Time Off
NCCWC recognizes the value of rest and relaxation away from work for all its’ staff members and offers the following paid time away from work:

Holidays
NCCWC recognizes the following 10 paid holidays during the calendar year:
- New Year's Day
• Martin Luther King's Birthday
• President's Day
• Memorial Day
• Independence Day
• Labor Day
• Veteran's Day
• Thanksgiving Day
• The Friday after Thanksgiving
• Christmas Day

Vacation
Full time employees accrue vacation at the rate shown below:
• Year 1- 80 hours per year
• Year 2- 88 hours per year
• Year 3- 96 hours per year
• Year 4- 104 hours per year
• Each additional year of service increases vacation accrual by 8 hours per year up to 20 years and 200 hours

Vacation leave may be taken after you have completed six months of employment and may be accrued to a maximum of two years' worth of earned vacation.

Sick Leave
Sick leave accrues monthly at a rate of eight (8) hours per each month worked.

NCCWC also grants leave with full pay for employees required to report for jury duty.