

Vacation and Sick Leave

Vacation and Sick Leave accruals begin in the 3rd bi-weekly payroll period.

Vacation

- Full-time (36-40 hours per week) employees earn 4.31 hours of Vacation Leave per pay period.
- Accrual builds to 6.77 hours per pay period after 25 years of service.
- Maximum of 288 hours.

Sick

- Full-time employees earn 3.69 hours of Sick Leave per pay period.
- Maximum of 360 hours.

Sick Leave Conversion

When Sick Leave has reached max, half of what would have been Sick Leave accrual is converted into Sick Leave Conversion. Sick Leave Conversion may be used as vacation time or cashed out in amounts of 10 hours or more.

Dental, Health & Life Insurance

Employees scheduled to work 25 or more hours per week are eligible for the WCCA group plans that start the first of the month following 30 days of employment.

Life Insurance

WCCA provides \$20,000 term life insurance to eligible employee's. Voluntary term life is available with an initial guarantee issue up to \$130,000 for employee's, \$30,000 for spouse & \$25,000 for children.

Dental Insurance

WCCA 2023 Dental Plan 2

payroll deductions per month

Type of Coverage	Payroll Deduction
Employee only	\$20.69
Employee/Child(ren)	\$47.77
Employee/Spouse	\$37.76
Family	\$64.83

\$5.00 copay for each dental visit

Coverage

- Preventive/Diagnostic Services– 100%
- \$50.00 per person deductible for the following:
 - Basic Services– 80%
 - Major Services– 50%

Recuro

Recuro is a 24/7 online access to doctors and prescription medications from your smartphone from wherever you may be. Contact Recuro and be connected with a doctor within 10 minutes!

Employee Assistance Program (EAP)

EAP provides 24/7 assistance to employees and family members. Services include:

- Assessment and Referral
- Legal and Financial
- Work-Life Benefits and Resources
- Program Implementation and Support
- Promotional Materials
- Critical Incident Response and Support
- Training and Webinars
- Web Services

WCCA 2022 Health Plans

Option 1 (Buy Up Plan)

Type of Coverage	Payroll Deduction
Employee Only	\$104.04
Employee/Child	\$335.66
Employee/Children	\$668.69

Office Visit—\$30.00 (\$60.00 Specialist)
ER, Facility Services—Deductible + 30%

Rx: Tier 1-\$12.00, Tier 2-\$35.00, Tier 3-\$50.00

Deductible

Single-\$3,000 Family-\$6,000

30% Coinsurance

Out-of-Pocket Maximum

Single-\$6,000 Family-\$12,000

Option 2 (Base Plan)

Type of Coverage	Payroll Deduction
Employee Only	\$57.76
Employee/Child	\$247.42
Employee/Children	\$528.01

Office Visit—\$30.00 (\$100.00 Specialist)
ER, Facility Services—Deductible + 50%

Rx: Tier 1-\$15.00,
Tier 2 & 3, Deductible + 50%

Deductible

Single-\$5,000 Family-\$10,000

50% Coinsurance

Out-of-Pocket Maximum

Single-\$6,350 Family-\$12,700