

WEST DES MOINES WATER WORKS
INFORMATION FOR PROSPECTIVE FULL-TIME EMPLOYEES

The West Des Moines Water Works is a municipally-owned water utility which is managed by a five member Board of Trustees appointed by the Mayor. The Water Works serves nearly all residences and businesses in West Des Moines. At present approximately 64,000 people are served through more than 25,000 accounts.

Vacation: 2 weeks first year; 3 weeks after 5 years of work have been completed; 4 weeks after 12 years of work have been completed and 5 weeks after 20 years have been completed.

Sick Leave: 8 hours per month; maximum accruable: 1,080 hours. At retirement, 720 hours (maximum) are payable at your last rate of pay.

Holidays: 9 paid holidays and 2 personal days per year.

IPERS Coverage: Iowa Public Employees Retirement System membership is mandatory for full time employees. A percentage which is set by the IPERS Board is withheld from paychecks, and a percentage set by IPERS is paid to IPERS by Water Works for each employee.

Group Health and Dental Insurance: West Des Moines Water Works participates in the self funded group health insurance plan of the City of West Des Moines. There are two different health insurance plans offered for new employees hired after January 1, 2013: the wellness plan, and the saver's plan. Premiums and options differ by plan. Water Works pays a substantial percentage of each plan. Single dental insurance coverage is paid by the Water Works, with family coverage available, at your cost.

Group Life Insurance: An amount equal to the employee's annual base salary, rounded to the next higher \$1,000 at a \$10,000 minimum, is fully paid by the Water Works. Additional life insurance may be purchased at your cost in \$10,000 increments. Spouse and dependent life insurance coverage is also available at your cost.

Long Term Disability Insurance: Water Works offers optional long term disability insurance at your cost. This benefit covers up to 60% of monthly salary after three months if you become disabled and unable to work.

AD&D Insurance:	Optional accidental death and dismemberment insurance is available at your cost.
Café Comp Flexible Benefit Plan:	Health and dental insurance payments by employees are set up as pretax deductions. Additional pretax deductions can be withheld from paychecks to cover medical expenses not paid by insurance, and for dependent care.
Deferred Comp Plan:	A 457 deferred compensation plan is available. Salaried, non-union positions have a maximum \$2,600 match per year.
Employee Assistance Program:	Water Works provides confidential assistance to employees and family members in dealing with personal and financial problems or concerns. Primary services include short-term counseling and (when needed) referrals to reputable, affordable help services.
Wellness Program:	Water Works offers exercise incentives, annual wellness screening and flu shots. In order to receive WW contributions to an FSA or HSA the employee must participate in the wellness program.
Service Awards:	The Water Works recognizes the service of its employees through a wide variety of service awards for those with 5, 10, 15, 20, 25, 30, 35, and 40 years of service.

(A detailed explanation of benefits may be found in the Employee Handbook).