

# Employee Benefit Summary (Non-Union)

## Health Insurance

The MWRA offers employees a choice of several health insurance options including an indemnity plan, a preferred provider organization and several health maintenance organizations. The MWRA pays 75% of health insurance premiums and employees pay 25%. Coverage for new employees begins the first day of the month following 60 days from date of hire.

## Dental Insurance

The MWRA offers employees dental insurance, and pays 90% of the premium. Coverage for new employees begins the first day of the month following 15 days from date of hire.

## Basic Life Insurance

All health care options include a term life insurance policy for \$5,000. The MWRA pays 75% of the premium. Coverage for new employees begins the first day of the month following 60 days from date of hire.

## Optional Life Insurance

Employees may elect additional term life insurance up to eight times their annual salary. Employees pay the full cost of these premiums. Coverage for new employees begins the first day of the month following 60 days from date of hire..

## Long Term Disability Insurance

Employees may purchase long term disability insurance to provide a steady income if they become totally disabled. Benefits of up to 55% of salary are paid after an employee has been disabled for 90 days. Coverage for new employees begins the first day of the month following 60 days from date of hire

## Retirement

All employees are automatically enrolled in the MWRA Retirement System as of date of hire. Each pay period a percentage of an employee's salary is deducted from his/her paycheck and deposited into the MWRA Retirement System. The deduction is 9% on earnings up to \$30,000 and 11% on earnings over \$30,000.



**The Massachusetts Water Resources Authority** is an Equal Opportunity/Affirmative Action Employer. MWRA does not discriminate on the basis of race, color, national or ethnic origin, age, religion, disability, sex or gender, sexual orientation, gender identity or expression, including a transgender identity, genetics, or veteran status.

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# Benefits of Working at MWRA





The Massachusetts Water Resources Authority provides reliable, cost-effective water and sewer services to 63 Massachusetts communities. Serving more than 3.1 million residents and 5,500 businesses, the MWRA is committed to ensuring affordable rates, protecting the environment and modernizing the water and sewer infrastructure as the foundation for the region's economic vitality.

It's a broad challenge requiring employees with a wide variety of skills. Everything from civil, sanitary and environmental engineering to construction and program management, from administrative and clerical support to finance, law and skilled craft trades. And even that doesn't cover it all.



We are always on the look out for talented, hardworking individuals to join our team. For a complete weekly listing of newly opened MWRA vacancies please visit our web site <https://mwra.applicantpro.com/jobs/>.

#### **Deferred Compensation**

The MWRA offers a voluntary retirement savings program. This tax deferred compensation plan allows a maximum deferral of \$19,500 per year (2021).

#### **Direct Deposit**

The MWRA provides for direct deposit of paychecks into most banks.

#### **Tuition Aid**

Employees with six months service are eligible for tuition aid for job related courses through two programs, tuition remission and tuition reimbursement. Tuition aid is provided for tuition, registration fees, and laboratory fees. Books and other fees that may be required by the school are not covered under either program.

Tuition remission, for classes at state schools, provides for up to 100% of deductions is set by individual schools. Employees are eligible to use the reimbursement program for the balance of allowable costs after remission.

Tuition reimbursement for courses at private institutions covers 80% of allowable costs up to a maximum of \$2500 per individual per fiscal year.

#### **Holidays**

MWRA observes 12 holidays per calendar year: New Year's Day, Martin Luther King Day, President's Day, Patriot's Day, Memorial Day, Juneteenth Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Christmas Day.

#### **Vacation**

Most new employees earn 3 weeks vacation each year.

#### **Sick Leave**

Employees earn one day of sick leave for each full month on active status.

#### **Personal Leave**

Employees are entitled to 3 personal days each fiscal year. Personal Leave is prorated on the employees first year.

#### **Other Leave**

The MWRA also offers other types of leave such as bereavement, civic duty, military, and family and medical leave.

#### **Employee Assistance Program (EAP)**

The Employee Assistance Program (EAP) is a free, confidential, professional counseling and evaluation service provided for employees and their family members. The program also provides a resource and referral service for child care and elder care.