

HAWC Benefits

- Vacation accrual at 2 weeks per year, accrued bi-weekly, with another week added every 5 years (max 280 carryover at year end)
- Universal (Formally Sick) leave accrual is 18 days per year, accrued bi-weekly (unlimited carryover)
- Personal day accrual is 5 days per year (must be used in 4 to 8 hour increments with no carryover at year end)
- The following thirteen (13) holidays are observed:
 - New Year's Day
 - Martin Luther King's Birthday
 - Good Friday
 - Memorial Day
 - Juneteenth
 - Independence Day
 - Labor Day
 - Veteran's Day
 - Thanksgiving
 - Friday after Thanksgiving
 - Christmas Eve
 - Christmas Day
 - New Year's Eve
- Health, Pharmacy, Vision and Dental Insurance Benefits are available to you and your family on the first day of the month following your start date. Your employer pays approximately 93% of the cost for health and pharmacy and you are responsible for the 7%, which will be deducted, from your paycheck each pay period for the low option. High option the employee is responsible for approximately 11%. Vision and dental are 100% paid by the employee.
- Short-term disability is also available with a contribution paid for by both the employer and the employee.
- Life and AD&D insurance is paid for by the employer.
- Aflac is available and is 100% paid by the employee.
- Retirement planning is available to you upon acceptance of employment. The retirement plan is a 457(b) Retirement plan managed by Nationwide with an employer contribution up to 5.5% of gross wages. A portion of the employer contribution goes into an escrow account and will be transferred to your account with interest once the five years vesting has been met.