



Employment Benefits

- Vacation accrual at 2 weeks per year, accrued bi-weekly, with an additional week added every 5 years (max 400 carryover at year end)
- Universal 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- or 8-hour increments with no carryover at year-end)
- The following fourteen (14) holidays are observed:
 - New Year's Day
 - Martin Luther King Jr.'s Birthday
 - President's Day
 - Good Friday
 - Memorial Day
 - Juneteenth
 - Independence Day
 - Labor Day
 - Veteran's Day
 - Thanksgiving Day
 - Friday after Thanksgiving
 - Christmas Eve
 - Christmas Day
 - New Year's Eve
- Medical, Dental, and Vision Insurance Benefits are available to you and your family on the first day of the month following your start date. HAWC covers at least 87% of the cost for medical insurance with the employee cost deducted each pay period. HAWC currently pays up to 30% of the cost for dental coverage and vision coverage is 100% paid by the employee.
- Short-term disability is also available with a contribution paid for by both the employer and employee.
- Life and AD&D insurance is paid for by the employer.
- The agency offers a 457(b) retirement plan managed by Nationwide with an employer contribution up to 5.5% of gross wages. The employee is fully vested at 5 years of employment.
- HAWC offers professional development, tuition reimbursement, closing cost assistance when purchasing a new home, and a wellness allowance.