



AT A GLANCE EMPLOYEE REWARDS

At NEW Water we are driven by our cultural attributes of Safety, Team, Respect, and Environment. Our total rewards package aims to reflect those goals by providing a great place to work with great benefits too!

Paid Time Off

- **Vacation:** Depending on your status, you will accrue vacation to use throughout the year to spend time doing the things you enjoy. Your available vacation time increases as you remain with NEW Water per our determined schedule.
- **Paid Time Off (PTO):** Regular full-time employees accrue 84 hours of PTO per year to use for emergencies, personal appointments, or to supplement their vacation time if needed. Operator Crews accrue 124 hours of PTO per year to recognize their need to work shift work and weekends to keep us running 24/7/365!
- **Extended Disability Bank (EDB):** At the end of the year, unused PTO moves into EDB. These hours are matched by NEW Water to provide the ability for Paid Leave for non-work related personal or family illnesses or injuries that extend beyond 24 hours.
- **Volunteer Time Off:** Give back to the community causes that are important to you! NEW Water provides 8 hours of volunteer paid time off to help 501(c)(3) organizations.
- **Other Time Off:** NEW Water offers other paid time off including 9 paid company holidays, 2 floating holidays, bereavement leave, and paid leave to perform civic duties, such as jury duty.

Flexible Work Options

- **FlexTime:** This program allows our team to pick a schedule that works for them and meets the needs of NEW Waters operations. Employees using FlexTime can work a variety of schedules within our core business hours.
- **FlexPlace:** This program is our version of remote work options. We currently provide the option to work up to 1 day per week at a remote location.



Proudly Serving Since 1931

NEW Water, the brand of the Green Bay Metropolitan Sewerage District, has been proudly serving Northeast Wisconsin since 1931. Our staff work around the clock so people can do laundry, flush the toilet, and run their businesses whenever they want.

NEW Water is a wholesale provider of wastewater treatment and conveyance services to 15 municipal customers, serving approximately 238,000 residents throughout a 285-square-mile area. We collect and treat an average of 41 million gallons a day from our two facilities.





Health & Wellness

- **Medical Insurance:** We offer a variety of medical plan options to meet the needs of our team. Through Prevea360 we have traditional health plans, as well as a high deductible health plans (HDHP). The HDHP option is eligible for Health Savings Account participation with a contribution from NEW Water.
 - *Have other health insurance? We provide an Opt-Out Incentive of up to \$2,500 annually.*
- **Dental Insurance:** We offer dual choice Dental Plans through CarePlus and Humana, so you can select which benefits work best for your family. NEW Water covers 80% of the premium cost for our dental plans.
- **Vision Insurance:** Our voluntary plan through Humana allows you to take care of all your vision needs with a wide network of providers.
- **Accident Coverage:** Offered through Securian Insurance, this benefit covers some of the unforeseen accidents that happen in life.



Financial Wellness

- **Wisconsin Retirement Plan (WRS):** One of the strongest retirement pensions in the country, we are proud to be a part of the WRS System. Employees and Employers contribute a set percentage each year to their pension.
- **Wisconsin Deferred Compensation 457 plan (WDC):** All employees have the option of participating in additional tax deferred retirement plans through WDC. These plans are 100% employee funded and allow for additional retirement savings outside the WRS Pension.
- **Life Insurance:** NEW Water provides one times the annual salary of our employees in life insurance coverage, with supplemental coverage available for an additional cost.
- **Long Term Disability (LTD):** We provide LTD coverage at no cost to our team. LTD coverage provides 66 2/3 % of your annual salary after a 90 day waiting period.



Wait, there's more!

- **Tuition Reimbursement:** Full-time employees who seek to continue their education may be eligible for our tuition reimbursement program! NEW Water is also an approved Public Services Loan Forgiveness employer.
- **Wellness Program:** Earn cash incentives by participating in NEW Water's Wellness Program. Additional incentives are available through friendly competitions and the Well Wisconsin Program.
- **Employee Assistance Program (EAP):** When life gets a little rough you can lean on our confidential EAP for professional counseling. Available for short-term needs and open to all members of your household.
- **On-Site Nurse & Physical Therapist:** NEW Water has an on-site Nurse and Physical Therapist each week. We also provide wellness screenings and immunizations on-site.



**JOIN OUR TEAM OF
#FLUSHFIGHTERS!**

