

EXCEPTIONAL BENEFITS PACKAGE BOOSTS EMPLOYMENT AT SWWC.

In addition to competitive compensation and vacation time, we offer professional development opportunities and a work/life balance environment that supports you both personally and professionally.

Meticulously designed to provide you and your dependents exceptional care and coverage, SWWC's benefit plan includes:

Medical

Covers medical expenses for you and your eligible dependents through Blue Cross/Blue Shield.

Dental

Covers dental expenses for you and your eligible dependents through Delta Dental.

Vision

Covers vision expenses (annual exam covered through medical insurance) for you and your eligible dependents through Ameritas Vision Group.

Basic Life Insurance

Provides basic life insurance coverage, as well as voluntary insurance options at reduced rate through TRA/PERA.

AD&D Insurance

Provides basic financial benefit should you sustain a serious illness or injury.

Long-term Disability

Receive income protection for long-term injury or illness; protects you against loss of income due to a disabling illness or injury.





Flexible Spending

Elect certain nontaxable benefits as alternatives to taxable cash compensation (i.e. reimbursement for health care expenses not covered by insurance, eligible dependent care expense reimbursement).

Employee Assistance Program

EAP provides a confidential, easily accessible professional counseling service for employees whose personal problems are affecting their abilities to function effectively at work or home.

Retirement

TRA/PERA – Mandatory Minnesota statewide public pension fund that provides retirement, disability and death benefits to Minnesota’s public employees, their families, and beneficiaries.

403(b) & Roth 403(b) – Retirement account allows you to contribute directly from your paycheck to qualified tax-deferred or after-tax funds with several investment options.

Vacation, Sick Leave & Holidays

Generous vacation time, accrued sick leave, and paid holidays.

Recognition Awards

Acknowledgement of milestone anniversaries, Giving Recognition for Outstanding Work (G.R.O.W.) Program, Senior Fellows Award, & Professional Development Award are just a few of those provided from our organization.



Mentorship Program

We believe our most valuable asset is our employees. We have implemented a Mentorship Program to allow new staff to transition into their new role in a successful manner.

Employee Development

Receive professional license and certification fee reimbursement as well as continuing education support.

Tuition Assistance

Receive pre-approved tuition assistance for undergraduate and graduate degree coursework.

Student Loan Forgiveness

We have partnered with the AESA to provide expertise on student loan forgiveness. Eligible participants’ loan forgiveness amount is individually determined and tax-free.