

**Orcas Power and Light Cooperative (OPALCO)**  
**Head Accountant**  
**Benefit Highlights**

The Head Accountant position is considered by OPALCO an exempt position, however, the position may follow many of the provisions contained within the Collective Bargaining Agreement between OPALCO and IBEW Local Union No. 77, for the period of January 1, 2024, through December 31, 2028, with some details below:

1. Salary:
  - A. \$120,000 - \$140,000 Per Year
2. Employee Benefits:
  - A. Vacation days: 120 hours per year
  - B. Holidays: 90 hours per year
  - C. Sick days: 12 hours accrual per calendar month
  - D. Retirement
  - E. 401k
  - F. Long term disability (LTD): Premium is paid by a 50/50 OPALCO/employee split.
  - G. Short term disability (STD): Premium is paid 100% by employee.
3. Medical, Dental, and Prescription drug
4. Disability and life insurances options