

MEDICAL/VISION PLAN OPTIONS - Eligible first of the month following date of hire

Monthly Contributions for Employees

MEDICAL PROVIDER <small>Click on the Provider link below to view a summary of benefits</small>	Employee Only	Employee & One Dependent	Employee & Family
	Full Time (30 + hrs. wk.)	Full Time (30 + hrs. wk.)	Full Time (30 + hrs. wk.)
Regence BCBS PPO & Vision Service Plan (VSP)	96.24	193.40	276.30
Kaiser Permanente HMO	96.24	193.40	276.30
Regence BCBS HDHP & Vision Service Plan (VSP)	7.12	14.82	20.44
Kaiser Permanente HDHP	7.12	14.82	20.44
OPT-OUT AND RECEIVE CASH *	\$130.00	\$130.00	\$130.00

*To Opt-Out of medical coverage, proof of other group coverage is required. Please attach the Healthcare Opt-out form, [found here](#)

Health Savings Account (HSA) Employees enrolled in the HDHP plans must also be enrolled in the HSA. The county will contribute \$20.83 per pay period for single coverage or \$41.66 per pay period for family coverage. You may also contribute per pay period an amount up to the annual maximum allowed.

DENTAL PLAN OPTIONS - Eligible the first of the month following 90 calendar days of employment.

Monthly Contributions for Employees

DENTAL PROVIDER <small>Click on the Provider link below to view a summary of benefits</small>	Employee Only	Employee & One Dependent	Employee & Family
	Full Time (30 + hrs. wk.)	Full Time (30 + hrs. wk.)	Full Time (30 + hrs. wk.)
Delta Dental of WA (DDWA)	5.74	11.06	16.82
Kaiser Permanente Dental	5.74	11.06	16.82
OPT-OUT AND RECEIVE CASH *	\$20.00	\$20.00	\$20.00

*To Opt-Out of dental coverage, proof of other group coverage is required. Please attach the Healthcare Opt-out form, [found here](#)

NOTE: This is a summary of benefits only; details are contained in the Collective Bargaining Agreement, Summary Plan Descriptions, or other plan materials. This summary reflects benefits for full-time employees. Part-time, and project employee benefits may differ. Benefit Plans are subject to change.

Additional Benefits:

Flexible Spending Accounts for Healthcare and Dependent Care* Allows employees to pay for qualified expenses with pre-tax dollars.

Group Term Life Insurance* Employer paid, 1x annual salary up to \$50,000. Plan includes Accidental Death & Dismemberment (AD&D).

Additional Term Life Insurance* (Optional) Purchase increments of \$10,000 up to a maximum of \$500,000. Spouse coverage available in \$10,000 increments up to 100% of the employee’s total coverage. Dependent child coverage available for \$5,000, \$7,500 or \$10,000. Evidence of insurability may be required.

Long Term Disability Insurance* Employer paid. Pays 60% of covered salary up to a maximum monthly benefit of \$4,375 following a 60-calendar day waiting period or total length of accrued sick leave, whichever is longer.

Long Term Disability Buy-Up* (Optional) Purchase an additional 6 2/3% benefit to increase total long term disability benefit to 66 2/3%.

Employee Assistance Program A free and confidential benefit that can assist you and your eligible dependents with services such as counseling, financial and life coaching, legal consultations, employee wellness, a discount program, and much more. Up to 6 individual counseling sessions per person, per issue, per year.

Holidays Nine (9) Designated Holidays. One (1) floating holiday. See CBA for details.

Bereavement Leave Up to 41 hours upon death of covered family member as identified by the collective bargaining agreement.

Jury Duty Leave Allowing paid time for employees to serve as a member of a jury. See policy for more details.

Military Leave Providing military leave and reinstatement rights for employees. See policy for more details.

Washington State Public Employees’ Retirement System (PERS or PSERS) Employee choice between PERS Plan 2 and Plan 3. Participation and employer/employee contributions required. Contribution rates established by DRS.

457 Deferred Compensation Plan (Optional) Employee paid tax-deferred retirement savings plan.

Legally Mandated Benefits Medicare, Unemployment Insurance, and Workers’ Compensation.

Personal Time Off (PTO) Accrual Schedule

Vacation time off after the completion of 6 months of service. Use of sick leave immediate. Part-time employees accrue pro-rated share. **Sick Time Accrual** Four (4) hours per month.

Completed Years of Service	Monthly Accrual (hours)	Hours per Year	Maximum Accumulation (hours)
Start	14	168	168
1	14	168	336
5	16	192	384
10	19	228	448
15	21.5	258	512
20	24	258	567
25	27	324	640

**Not available to project employees*