

**MEDICAL/VISION PLAN OPTIONS. Eligible first of the month following date of hire.
Monthly Medical contributions for full-time employees**

| MEDICAL PROVIDER | Employee Only | Employee & One Dependent | Employee & Family |
|---|-----------------|--------------------------|-------------------|
| Regence BCBS PPO & Vision Service Plan (VSP) | \$39.98 | \$76.60 | \$110.36 |
| Kaiser Permanente HMO | \$39.98 | \$76.60 | \$110.36 |
| Regence BCBS HDHP & Vision Service Plan (VSP) | \$35.64 | \$58.74 | \$84.94 |
| Kaiser Permanente HDHP | \$35.64 | \$58.74 | \$84.94 |
| OPT-OUT AND RECEIVE CASH | \$130.00 | \$130.00 | \$130.00 |

To Opt Out of medical coverage you must provide proof of other group coverage.

Health Savings Account (HSA) Employees enrolled in the HDHP plans will be automatically 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 days of employment.
Monthly Dental contributions for full-time employees**

| DENTAL PROVIDER | Employee Only | Employee & One Dependent | Employee & Family |
|---|----------------|--------------------------|-------------------|
| Delta Dental of Washington (DDWA) | \$2.64 | \$5.88 | \$8.28 |
| Kaiser Permanente Dental | \$2.64 | \$5.88 | \$8.28 |
| OPT-OUT AND RECEIVE | \$20.00 | \$20.00 | \$20.00 |

To find out more in-depth information concerning any of our health coverage plans, click on the plans name to be taken to a link that will provide you with their "Summary of Benefits Coverages".

ADDITIONAL BENEFITS:

FLEXIBLE SPENDING ACCOUNTS FOR HEALTH CARE AND DEPENDENT CARE Allows employees to pay for qualified expenses with pre-tax dollars.

GROUP TERM LIFE INSURANCE \$25,000 employer paid coverage. Plan includes Accidental Death & Dismemberment (AD&D).

LONG TERM DISABILITY INSURANCE Employer paid benefit. Pays 60% of covered salary up to a maximum monthly benefit of \$4,375 following a 180 calendar day waiting period or total length of accrued PDO and sick leave, whichever is longer.

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. Evidence of insurability may be required.

EMPLOYEE ASSISTANCE PROGRAM Referral and short term counseling service for employees and their covered dependents. Up to 6 individual counseling sessions per issue; legal and financial counseling available.

WASHINGTON STATE PUBLIC EMPLOYEES' RETIREMENT SYSTEM (PSERS) Participation and employer and employee contributions required. Contribution rates are established by DRS.

DEFERRED COMPENSATION (457 PLAN) OPTIONAL Employee paid tax-deferred retirement savings plan.

LEGALLY MANDATED BENEFITS Social Security, Medicare, Unemployment Insurance, and Worker's Compensation.

SICK LEAVE Full-time employees accrue 5.333 hours per month, or sixty-four (64) hours per year. Employees may accumulate sick leave to a maximum of 1200 hours.

BEREAVEMENT LEAVE A full-time employee shall be granted up to five (5) consecutive calendar days of paid bereavement leave at the event of a death in the employee's immediate family.

JURY DUTY LEAVE

MILITARY LEAVE

PDO (Paid Days Off) Accrual Schedule

Paid vacation, illness, holidays, or personal time off after the completion of six (6) months of service.

| Years of Service | Monthly Accrual (hours) | Hours per Year | Days per Year (based on 8 hours per day) | Maximum Accumulation (hours) |
|------------------|-------------------------|----------------|--|------------------------------|
| Start | 18.68 | 224 | 28 | 325 |
| 1 | 20.68 | 248 | 31 | 360 |
| 5 | 22.00 | 264 | 33 | 383 |
| 10 | 23.34 | 280 | 35 | 406 |
| 15 | 24.68 | 296 | 37 | 429 |
| 20 | 26.00 | 312 | 39 | 452 |
| 25 | 27.34 | 328 | 41 | 476 |

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