

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

Monthly Contributions for Employees

MEDICAL PROVIDER	Employee Only		Employee & One Dependent		Employee & Family	
	Full-Time (30 + hrs. wk.)	Part-Time (20—29 hrs. wk.)	Full-Time (30 + hrs. wk.)	Part-Time (20—29 hrs. wk.)	Full-Time (30 + hrs. wk.)	Part-Time (20—29 hrs. wk.)
<u>Regence BCBS PPO & Vision Service Plan (VSP)</u>	\$73.44	\$294.36	\$145.54	\$582.62	\$218.92	\$832.50
<u>Kaiser Permanente HMO</u>	\$73.44	\$262.54	\$145.54	\$524.14	\$218.92	\$786.62
<u>Regence BCBS HDHP & Vision Service Plan (VSP)</u>	\$6.20	\$220.08	\$13.00	\$435.68	\$18.88	\$616.28
<u>Kaiser Permanente HDHP</u>	\$6.20	\$144.60	\$13.00	\$289.62	\$18.88	\$433.98
OPT-OUT AND RECEIVE CASH	\$130.00	\$91.00	\$130.00	\$91.00	\$130.00	\$91.00

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 calendar days of employment.

Monthly Contributions for Employees

DENTAL PROVIDER	Employee Only		Employee & One Dependent		Employee & Family	
	Full-Time (30 + hrs. wk.)	Part-Time (20—29 hrs. wk.)	Full-Time (30 + hrs. wk.)	Part-Time (20—29 hrs. wk.)	Full-Time (30 + hrs. wk.)	Part-Time (20—29 hrs. wk.)
<u>Delta Dental of WA (DDWA)</u>	\$7.92	\$18.32	\$15.50	\$34.96	\$23.38	\$53.68
<u>Kaiser Permanente Dental</u>	\$7.92	\$23.42	\$15.50	\$46.60	\$23.38	\$70.00
OPT-OUT AND RECEIVE	\$20.00	\$14.00	\$20.00	\$14.00	\$20.00	\$14.00

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* Employer paid \$20,000. 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. Evidence of insurability may be required.

LONG TERM DISABILITY INSURANCE* Employer paid benefit. Pays 60% of covered salary up to a maximum monthly benefit of \$9,000 following a 60 calendar day waiting period or total length of accrued PTO and/or sick leave, whichever is longer.

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.

HOLIDAYS Ten (10) Holidays. See collective bargaining agreement.

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

JURY DUTY LEAVE

MILITARY LEAVE

WASHINGTON STATE PUBLIC EMPLOYEES' RETIREMENT SYSTEM (PERS or PSERS) Employee choice between PERS Plan 2 and Plan 3. 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 Medicare, Unemployment Insurance, and Worker's Compensation.

** Not available to project employees*

Vacation Time Accrual Schedule

PTO for vacation after the completion of 6 months of service; PTO use for sick leave immediate. Part-time employees accrue pro-rated share.

SICK DAY ACCRUAL: Four (4) hours per month.

Completed Years of Service	Monthly Accrual (hours)	Hours per Year	Maximum Accumulation (hours)
Start	14.00	168	168
1	14.00	168	336
5	16.00	192	384
10	18.66	224	448
15	21.34	256	512
20	24.00	288	576
25	26.66	320	640

NOTE: This is a summary of benefits only; details are contained in the HR County Policy Manual, Collective Bargaining Agreement, 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.