

Clark County

2020 Benefits Summary

Elected Officials

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

Monthly Medical Contributions for Elected Officials

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

MEDICAL PROVIDER	Employee Only	Employee & One Dependent	Employee & Family
Regence BCBS PPO & Vision Service Plan (VSP)	\$73.44	\$145.54	\$218.92
Kaiser Permanente HMO	\$73.44	\$145.54	\$218.92
Regence BCBS HDHP & Vision Service Plan (VSP)	\$6.20	\$13.00	\$18.88
Kaiser Permanente HDHP	\$6.20	\$13.00	\$18.88
OPT-OUT AND RECEIVE CASH	\$130.00	\$130.00	\$130.00

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 Elected Officials

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

DENTAL PROVIDER	Employee Only	Employee & One Dependent	Employee & Family
Delta Dental of Washington (DDWA)	\$7.92	\$15.50	\$23.38
Kaiser Permanente Dental	\$7.92	\$15.50	\$23.38
OPT-OUT AND RECEIVE CASH	\$20.00	\$20.00	\$20.00

"Summary of Benefits Coverages".

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 1x annual salary up to \$150,000. 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.

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 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 (PERS OR LEOFF) Participation in a PERS or LEOFF plan is optional. Contribution rates established by DRS.

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

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

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.
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