

Clark County 2020 Benefits Summary

Juvenile Detention Officers' Guild

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

Monthly Contributions for Employees

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

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

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

To find out more in-depth information concerning any of our health coverage plans, click

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

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).

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 \$4,375 following a 60 calendar day waiting period or total length of accrued PTO and/or 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-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.

SICK LEAVE Full-time employees accrue two (2) hours per month or twenty-four (24) hours per year. Part-time employees accrue sick leave on a prorated basis.

BEREAVEMENT LEAVE Up to three (3) days or maximum of 24 hours at the time of a death in the employee's immediate family. Up to an additional two (2) days or 16 hours for air travel or one-way land travel of four (4) or more hours when necessary with prior approval.

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.

JURY DUTY LEAVE

MILITARY LEAVE

** Not available to project employees*

Paid Time Off PTO Accrual Schedule

Completed Years of Service	Monthly Accrual (hours)	Hours per Year	Days per Year (based on 8 hours per day)	Maximum Accumulation (hours)
Start	20.68	248	31	310
1	22.68	272	34	340
5	24.68	296	37	370
10	26.68	320	40	400
15	28.68	344	43	430
20	30.68	368	46	460
25	32.68	392	49	490
30	34.68	416	52	520

PTO for vacation after the completion of 6 months of service. Part-time employees accrue pro-rated share.

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.