

Clark County 2020 Benefits Summary

Sheriff's Administrator's Association

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

Monthly contributions for full-time employees

MEDICAL PROVIDER	Employee Only	Employee & One Dependent	Employee & Family
<u>Regence BCBS PPO & Vision Service Plan (VSP)</u>	\$41.34	\$82.04	\$110.00
<u>Kaiser Permanente HMO</u>	\$41.34	\$82.04	\$110.00
<u>Regence BCBS HDHP & Vision Service Plan (VSP)</u>	\$29.52	\$58.74	\$84.94
<u>Kaiser Permanente HDHP</u>	\$29.52	\$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 calendar days of employment.

Monthly contributions for full-time employees

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

DENTAL PROVIDER	Employee Only	Employee & One Dependent	Employee & Family
<u>Delta Dental of Washington (DDWA)</u>	\$2.14	\$4.02	\$6.80
<u>Kaiser Permanente Dental</u>	\$2.14	\$4.02	\$6.80
OPT-OUT AND RECEIVE CASH	\$20.00	\$20.00	\$20.00

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 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. 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 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.

HOLIDAYS Ten (10) Holidays

FLOATING HOLIDAYS Employees shall receive three (3) floating holidays of eight (8) hours each on January 1 of each year. Leave is prorated for part-time employees and mid-year hires.

SICK LEAVE Full time employees accrue eight (8) hours per month or ninety-six (96) hours per year. Sick leave may be accumulated up to a maximum of 1200 hours.

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SAA

BEREAVEMENT LEAVE Up to three (3) consecutive work days of paid bereavement leave at the time of a death in the employee's immediate family. Up to an additional two (2) days when substantial travel is necessary.

JURY DUTY LEAVE

MILITARY LEAVE

WASHINGTON STATE PUBLIC EMPLOYEES' RETIREMENT SYSTEM (LEOFF or 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.

Vacation Accrual Schedule

Paid vacation, illness, holiday, or personal time after the completion of 6 months of service. Exception may be granted by Sheriff or designee. Part-time employees accrue a pro-rated share.

Completed Years of Service	Monthly Accrual (hours)	Hours per Year	Days per Year (based on 8 hours per day)	Maximum Accumulation (hours)
Start	14.68	176	22	352
5	15.34	184	23	368
10	17.34	208	26	416
15	19.34	232	29	464
20	21.34	256	32	512

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.