

Employee Benefits Package Summary



Health & Welfare Benefits - Effective the 1st of the month when hired on the 1st. Or, on the 1st of month following hired date when hired any other date. Employer max contribution towards the entire health & welfare package is \$1,500.

Employer Pays 100%:

- Employee Assistance Program (6-visits per incident)
- Group Life and Accidental Death & Dismemberment Insurance (\$1x annual salary up to \$100,000)
- Long Term Disability Insurance (40% of monthly base salary at the time of the disability)

Health & Employee shared premium contribution:

Three PPO Medical Plan options including prescription + One PPO Vision Plan + Two PPO Dental Plans options w/orthodontia. Employee contribution varies depending on:

- Group Life insurance – based on employee annual salary
- medical/dental plans selected
- the employees family unit enrollment

Employee contribution may be as low as \$0 /mo (for most options) and as high as approximately \$ 525 / mo.

Option to Waive Medical Plan - Employee may waive medical plan coverage only (subject to eligibility rules) and in lieu, receives the equivalent to the Employee Only rate of the lowest cost plan which is deposited into a Health Reimbursement Account (HRA).

Paid Leave Benefits

- 10 Observed Holidays per year
(New Year’s Day; Martin Luther King Birthday; President’s Day; Memorial Day; Independence Day; Labor Day; Veteran’s Day; Thanksgiving Day; The Day after Thanksgiving; Christmas)
- Personal Time Off (PTO) Program

Completed Service Years	Accrual Hrs / Month	Equivalent Accrual Hours per Year	Equivalent Days Per Year	Maximum Accrual Hours Balance	Pay-Out at Termination
Hired	16.6667	200.0004	25.00005	400.0008	75%
<i>Increments Program Rules</i>	<i>Increments per month every 2 to 3 years</i>	<i>Monthly hrs x 12</i>	<i>Annual Hrs divided by 8</i>	<i>Annual Accrual X 2</i>	<i>Assessed on a Defined % based on service seniority</i>
15+	30.6667	368.0004	46.00005	736.0008	95%

- Military Leave for WA public employees; Civil Duty Leave for WA public employees.

Other Unpaid Leave

- State and Federal leave entitlements
FMLA; WA Family Care Act; WA Family Leave Act; Military/USERRA; WA State Domestic Violence; Workers Compensation; Nursing Mothers; WA Faith & Religious Holidays (public sector).
- Personal Unpaid leave – may be available upon request and approval when leave benefits or entitlements are not available

Retirement (employer & employee contributions)

- WA State Dept. of Retirement Systems -- PERS 2 / PERS 3 plan options

PERS contributions effective 07/01/2017:		
	PERS 2	PERS 3
Employer	12.70%	12.70%
Employee	7.38%	5% - 15% (Plan offers 6 options)

Ongoing Education & Development

- Covers costs of educational events based on the annual development plan and/or as assigned due to organizational needs
- Limits on number of events and number of off-site educational events per year and out-of-state events – Based on position level
- Covers educational events/sessions to maintain job-required licensing or certification

Voluntary Benefits (at employee cost)

- Flexible Spending Account for medical and childcare expenses (employee funded)
- Deferred Compensation Program (IRC Section 457 plan-employee funded)
- Additional Voluntary Life and AD&D insurance (at employee cost)
- Voluntary Short Term Disability (at employee cost)
- Health Savings Account (account required with the election of WCIF HSA Qualified HDHP)

Flexible & Alternative Work Schedules / Telework (Alternative Great River Locations) / Telecommute (Work from home)

Employees may be able to participate in any of these programs subject to (1) approval and an agreement with the manager and GRBHO; (2) the position is eligible for the program(s); and (3) program’s parameters may be changed or terminated upon advance notice by either party. These programs may also be available on a temporary basis for either operational or personal needs subject to review and approval by GRBHO and written agreement of parameters (evaluated on a case by case basis).