

Port of Olympia Benefits Overview

Port of Olympia Leave Schedule:

Years in Service (inclusive)	Vacation		Vacation
	Days Earned Per Year	Hours Earned Per Year	Accrual Rate Monthly
0 to 4	12	96	8
5 to 10	17	136	11.34
11 to 17	22	176	14.67
18 and Over	27	216	18

Port of Olympia Benefits:

The Port is proud to offer an excellent benefits package. This includes medical, prescription, vision, and dental with no out-of-pocket employee premiums and full coverage for employee, spouse, and all eligible dependents. In addition, the Port offers 11 paid holidays, sick leave, bereavement leave, educational assistance, long-term disability insurance, with an option for additional coverage paid by the employee, and participation in the Washington State Retirement System.

Standard Life (Group Insurance):

The Port provides to you as its employee Accidental Death and Dismemberment Policy; the value being 200% of your annual salary with a maximum of \$100,000. This policy is considered a fringe benefit per IRS guidelines and will be taxed appropriately on your end of your payroll each year.

Wellness:

As a wellness benefit, we will pay for your attendance to a health club, \$2.50 per day up to 8 times per month (\$20.00) with your certification of attendance. In addition, we will reimburse one time during your employment any initiation fee paid based on a single membership up to \$110.00 upon joining a health club of your choice. This is also a fringe benefit.

AFLAC:

We offer AFLAC insurance as an optional insurance that provides you with tax-exempt programs such as accident, short-term disability, cancer plans, and more to help cover bills and other expenses not covered by your health insurance.

Ameriflex:

We also offer an option for a flexible spending account (FSA) which is a tax-advantaged savings account that allows you to set aside money for healthcare and dependent care expenses.

Deferred Comp Plan:

The Deferred Compensation Program (DCP) is a special type of optional savings program that helps you invest for the retirement lifestyle you want to achieve – a lifestyle that might be hard to reach with just your pension and Social Security. Unlike traditional savings accounts, DCP is tax-deferred – it lowers your taxable income while you are working and it delays payments of income taxes on your investments until you withdraw your funds. In 2022 deferred compensation allows an employee to defer up to \$20,500, or an additional \$6,500 for participants (up to \$27,000) age 50 and older who are trying to “catch up”.