

# Clark County 2022 Benefits Summary

Local 17

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

**Monthly Contributions for Employees**

<b>MEDICAL PROVIDER</b> <small>Click on the Provider link below to view a summary of benefits</small>	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.)
<a href="#">Regence BCBS PPO &amp; Vision Service Plan (VSP)</a>	93.88	331.84	189.28	660.42	270.18	933.60
<a href="#">Kaiser Permanente HMO</a>	93.88	286.08	189.28	573.22	270.18	850.16
<a href="#">Regence BCBS HDHP &amp; Vision Service Plan (VSP)</a>	7.40	241.20	13.70	477.64	19.96	674.20
<a href="#">Kaiser Permanente HDHP</a>	7.40	153.40	13.70	306.02	19.96	458.62
<b>OPT-OUT AND RECEIVE CASH *</b>	\$130.00	\$91.00	\$130.00	\$91.00	\$130.00	\$91.00

*\*To Opt-Out of medical coverage, proof of other group coverage is required. Please attach the Healthcare Opt-out form, [found here](#)*

**Health Savings Account (HSA)** Employees enrolled in the HDHP plans must also be 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**

<b>DENTAL PROVIDER</b> <small>Click on the Provider link below to view a summary of benefits</small>	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.)
<a href="#">Delta Dental of WA (DDWA)</a>	5.60	16.76	10.74	31.72	16.42	48.94
<a href="#">Kaiser Permanente Dental</a>	5.60	22.12	10.74	43.90	16.42	66.06
<b>OPT-OUT AND RECEIVE CASH *</b>	\$20.00	\$14.00	\$20.00	\$14.00	\$20.00	\$14.00

*\*To Opt-Out of dental coverage, proof of other group coverage is required. Please attach the Healthcare Opt-out form, [found here](#)*

**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.

## **Additional Benefits:**

**Flexible Spending Accounts for Healthcare and Dependent Care\*** Allows employees to pay for qualified expenses with pre-tax dollars.

**Group Term Life Insurance\*** Employer paid, \$25,000 in 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 for \$5,000, \$7,500 or \$10,000. Evidence of insurability may be required.

**Long Term Disability Insurance\*** Employer paid. 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** A free and confidential benefit that can assist you and your eligible dependents with services such as counseling, financial and life coaching, legal consultations, employee wellness, a discount program, and much more. Up to 6 individual counseling sessions per person, per issue, per year.

**Holidays** Eleven (11) Holidays.

**Bereavement Leave** Up to three (3) days or maximum of 24 hours upon death of covered family member. Up to an additional 2 days (16 hours) for air travel or one-way land travel of 4 or more hours when necessary with prior approval.

**Jury Duty Leave** Allowing paid time for employees to serve as a member of a jury. See policy for more details.

**Military Leave** Providing military leave and reinstatement rights for employees. See policy for more details.

**Washington State Public Employees' Retirement System (PERS or PSERS)** Employee choice between PERS Plan 2 and Plan 3. Participation and employer/employee contributions required. Contribution rates established by DRS.

**457 Deferred Compensation Plan (Optional)** Employee paid tax-deferred retirement savings plan.

**Legally Mandated Benefits** Social Security, Medicare, Unemployment Insurance, and Workers' Compensation.

## **Vacation Leave Accrual Schedule**

Vacation available after the completion of 6 months of service.

Completed Years of Service	Per Pay Period Accrual (hours)	Hours per Year	Days per Year (based on 8 hr. day)	Maximum Accumulation (hours)
Start	3.34	80	10	80
1	4.34	104	13	208
5	5.34	128	16	256
10	6.34	152	19	304
15	7.34	176	22	352
20	8.34	200	25	400
25	9.34	224	28	400
30	10.34	248	31	400

**Sick Leave Accruals:** Full time employees shall accrue sick leave at the rate of eight (8) hours per month or ninety-six hours per year. Sick leave may be accumulated up to a maximum of twelve hundred (1200) hours. Employees shall accrue sick leave based on paid hours. No accrual shall occur during unpaid leave. Regular part-time and job-share employees shall accrue sick leave on a pro rata basis. **Floating Holiday Accruals:** Employees shall receive three floating holidays per year. Floating holidays shall be credited on January 1st of each year. They must be used by the end of the year and may not be carried forward into the next calendar year. New employees shall receive a pro rata share of floating holiday hours at the rate of 1/24th or a maximum of 24 hours of the annual entitlement beginning with your first pay period.

**\*Not available to project employees**