



Hourly Guild Classification general information regarding CRESA pay and benefits:

- **Health Insurance** – Regence or Kaiser with different plans and coverages.

Clark Regional Emergency Services Agency (CRESA) 2018 Employee Rates						
FULL TIME (.75 FTE or Greater)						
	Regence with VSP Vision	Regence HSA with VSP Vision	Kaiser Medical	Kaiser Medical HSA	Kaiser Dental	Delta Dental
SINGLE						
Monthly	\$ 50.04	\$ 5.60	\$ 50.04	\$ 5.60	\$ 7.50	\$ 7.50
per pay period	\$ 25.02	\$ 2.80	\$ 25.02	\$ 2.80	\$ 3.75	\$ 3.75
TWO PARTY						
Monthly	\$ 100.80	\$ 12.70	\$ 100.80	\$ 12.70	\$ 14.70	\$ 14.70
per pay period	\$ 50.40	\$ 6.35	\$ 50.40	\$ 6.35	\$ 7.35	\$ 7.35
FAMILY						
Monthly	\$ 150.90	\$ 18.40	\$ 150.90	\$ 18.40	\$ 22.40	\$ 22.40
per pay period	\$ 75.45	\$ 9.20	\$ 75.45	\$ 9.20	\$ 11.20	\$ 11.20

Waiver of Medical Insurance (with proof of other group coverage) will receive cash in lieu of coverage at \$130 per month (\$65 per pay period)
Waiver of Dental Insurance (proof of other coverage not required) will receive cash in lieu of coverage at \$20 per month (\$10 per pay period)

PART TIME (.50 FTE - .7499 FTE)						
	Regence with VSP Vision	Regence HSA with VSP Vision	Kaiser Medical	Kaiser Medical HSA	Kaiser Dental	Delta Dental
SINGLE						
Monthly	\$ 50.10	\$ 5.60	\$ 50.10	\$ 5.60	\$ 7.50	\$ 7.50
per pay period	\$ 25.05	\$ 2.80	\$ 25.05	\$ 2.80	\$ 3.75	\$ 3.75
TWO PARTY						
Monthly	\$ 126.32	\$ 12.70	\$ 100.80	\$ 12.70	\$ 14.70	\$ 14.70
per pay period	\$ 63.16	\$ 6.35	\$ 50.40	\$ 6.35	\$ 7.35	\$ 7.35
FAMILY						
Monthly	\$ 754.56	\$ 509.08	\$ 444.50	\$ 18.40	\$ 62.94	\$ 59.38
per pay period	\$ 377.28	\$ 254.54	\$ 222.25	\$ 9.20	\$ 31.47	\$ 29.69

Waiver of Medical Insurance (with proof of other group coverage) will receive cash in lieu of coverage at \$91 per month (\$45.50 per pay period)
Waiver of Dental Insurance (proof of other coverage not required) will receive cash in lieu of coverage at \$14 per month (\$7 per pay period)

- **Public Employees Retirement System (Washington)** - both the employer and employee contribute, rates vary.
- **457 Plan** – optional employee contribution to plan.
- **Social Security** – no employee contributions are withheld for Social Security (SSI), and no employer contributions are made towards Social Security.
- **Medicare** – employees and employers are required by statute to contribute to Medicare. It appears that the deduction % per employee is approximately 1.65%.
- **No Washington State Income Tax** – as you know, if you live in Washington and work in Washington, there is no state income tax removed from your pay check.
- **Pre-Tax Deductions** – The following are pre-tax deductions:
 - Retirement - Employee contributions to PERS
 - Health Care Premiums – Medical, vision, dental premiums are taken out before taxes are applied
 - Flexible Spending Accounts – Contributions to either Medical / Dependent Care FSAs (Flexible Spending Accounts) are pre-tax.
- **Post-Tax Deductions** – The following deductions are taken out post-tax calculations:
 - **Industrial Insurance** – Most deductions seem to be around \$9 per month (mandatory deduction).
 - **Life Insurance** – Employer pays premium for basic life insurance coverage up to \$25K.
 - **Supplemental Life Insurance** – Employees can elect to purchase supplemental coverage by paying the required premiums. Optional coverage, premiums would be deducted post-tax.





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- **Long Term Disability** – Employer pays premium for basic LTD coverage. Basic coverage is 60% of employee's pay after a 60 day waiting period. Employee can elect to buy-up another 6.66% of coverage – in which case, employee pays that extra premium portion.
 - **Please refer to your Guild Collective Bargaining agreement for all the specific details regarding PTO, Sick and other compensation.**

These are the general salary and benefits elements. If you have any questions on these or any other benefit, please do not hesitate to contact me! Thanks!

