



Salary Classification general information regarding CRESA pay and benefits:

- **Health Insurance** – Kaiser or Regence 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)

- **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 1x annual salary, maximum benefit of \$50K
 - **Supplemental Life Insurance** – Employees can elect to purchase supplemental coverage by paying the required premiums. Optional coverage, premiums would be deducted post-tax.
 - **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.





- **Sick Leave** – This position would accrue 8 hours per month, up to 96 per year, and up to 1200 hours maximum accrual.
- **Vacation** – This position would accrue vacation according to the schedule below:
(for non-represented, hourly, and non-exempt employees)

Years of Service	Days/year	12 Month Accrual
Start	12 days x 8 hrs	96
1	15 days x 8 hrs	120
5	18 days x 8 hrs	144
10	21 days x 8 hrs	168
15	24 days x 8 hrs	192
20	27 days x 8 hrs	216
25	30 days x 8 hrs	240
30	31 days x 8 hrs	248

- **Holidays** – Current program recognizes and grants paid leave for 10 holidays (paid at 8 hours per holiday), plus one “special” holiday that must be used between December 16th-31st each year. Employees also currently receive 3 floating holidays (24 total hours) to use or lose per calendar year (pro-rated for mid-year hires).
- **Overtime / Comp Time Pay** – This is an FLSA non-exempt position, which means that hours worked over 40 in a week will be paid at Overtime rate (1.5x). Employees may select to receive their overtime in pay or in accrued Compensatory Time, up to a maximum of 120 accrued hours at any time. Comp Time is accrued at the same 1.5x rate as overtime.
- **Work Schedule –Flexible Work Schedule** – Traditionally, after a 6 month period, most employees can request the opportunity to work a flexible schedule – typically a 4X10 hour work week with either Monday or Friday off. Other schedules may also be considered. Ensuring appropriate coverage within a workgroup or division is the most frequent consideration when granting the flex schedule, along with *flexibility* on the employee’s part to work their flex day as needed.
- **(Dependent on Position) Standby Pay** – This position rotates “on call” duties with the other Radio Systems Technician. Employees assigned to standby duty shall be compensated at the rate of \$1.50 for each hour on standby. For the purposes of this section, standby duty assignments are defined as a requirement to remain accessible and available for a specified period (e.g. one week) and able to return to work immediately if called.

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!

