



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 of 1x employee’s annual salary. Maximum benefit of \$150,000
 - **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** – Current program allows employees to accrue 8 hours per month, up to 96 per year, and 1200 hours maximum accrual.
- **Vacation** – This position would accrue vacation according to the schedule below:

Years of Service	Days/year	Maximum Hours
Start	22	352
5	23	368
10	26	416
15	29	464
20	32	512

- **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.
- **Floating Holidays** – Admin employees also currently receive 3 floating holidays (24 total hours) to use or lose per calendar year (pro-rated for mid-year hires).
- **Flexible Work Schedule** – Traditionally, after a 6 month period, most employees can request the opportunity to work a flexible schedule – typically a 4 – 10 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 for appointments, meetings, to ensure coverage, etc.

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!

