

# Clark County

## 2023 Benefits Summary

CRESA, M1 & M2

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

#### Monthly Contributions for Employees

MEDICAL PROVIDER <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>	96.24	343.28	193.40	682.78	276.30	965.30
<a href="#">Kaiser Permanente HMO</a>	96.24	293.24	193.40	587.12	276.30	871.02
<a href="#">Regence BCBS HDHP &amp; Vision Service Plan (VSP)</a>	7.12	249.68	14.82	495.68	20.44	698.82
<a href="#">Kaiser Permanente HDHP</a>	7.12	153.82	14.82	308.04	20.44	460.80
OPT-OUT AND RECEIVE CASH *	\$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

DENTAL PROVIDER <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>	5.74	17.22	11.06	32.64	16.82	50.28
<a href="#">Kaiser Permanente Dental</a>	5.74	23.06	11.06	45.80	16.82	68.86
OPT-OUT AND RECEIVE CASH *	\$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 Summary Plan Descriptions, or other plan materials. This summary reflects benefits for full-time employees. Part-time, 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, 1x annual salary up to \$150,000. 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** Ten (10) Holidays. Employees receive three (3) floating holidays per year equivalent to twenty-four hours credited on January 1 of each year and must be used by the end of the calendar year. Floating holidays may not be carried forward to the next calendar year. New employees shall receive a pro-rated share.

**Bereavement Leave** Up to forty (40) hours upon death of covered family member. See policy for more details.

**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** Medicare, Unemployment Insurance, and Workers' Compensation.

## **Vacation Accrual Schedule**

Vacation time available for vacation after the completion of 6 months of service; Vacation time use for sick leave immediate. Part-time employees accrue pro-rated share. **Sick Accrual** Eight (8) hours per month.

Completed Years of Service	Monthly Accrual (hours)	Hours per Year	Days per Year (based on 8 hr. day)	Maximum Accumulation (hours)
Start	14.66	176	22	176
1	14.66	176	22	352
5	15.34	184	23	368
10	17.34	208	26	416
15	19.34	232	29	464
20	21.34	256	32	512

**\*Not available to project employees**