



## 2021 Benefits at a Glance – Career Firefighter

### YOUR HEALTH & WELL BEING

#### **Medical/Vision/Rx – Premera Blue Cross PPO (LEOFF Trust)**

100% Agency-paid premiums for employees & dependents. \$1,500 deductible (\$3,000/family) in-network. \$35 office visit co-pay. Vision exams covered at 100% in-network; hardware covered up to \$300/year. \$15/\$35 Rx. Broad, nationwide provider network. No-cost virtual appointments.

**Dental Insurance – Delta Dental (WCIF Trust)** 100% Agency-paid premiums for employees & dependents. Large provider network. 100% covered for preventive, 80% for basic, 50% for major. 50% up to \$2,000 lifetime orthodontia benefit for adults & children.

#### **Employee Assistance Plan (EAP) – First Choice Health**

100% Agency-paid. Confidential counseling (phone and/or in person - up to 6 visits at no-cost), legal & financial assistance, plus help finding elder care or dependent day care for children.

#### **VEBA HRA / FSA / Dependent Care Accounts**

\$2,000/\$4,000 annually Agency-funded VEBA. Ability to save \$2,750/yr. for health care expenses & \$5,000/yr. for day care pre-tax.

#### **Voluntary AFLAC Insurance Coverage**

Accident, Cancer, Critical Care & Recovery, Hospital Intensive Care, Short-Term Disability insurance.

#### **Peer Support Group**

Help with difficult issues specific to our line of work.

#### **Spouse & Significant Other Support Group**

Supporting the people in your life who support you!

### YOUR CONVENIENCE & HAPPINESS

- Direct-deposit of paychecks
- Free parking
- Use of Agency gyms with paid PT time
- Tuition reimbursement & extra pay for degrees
- Excellent Labor-Management relationships
- Philanthropic activities/charitable giving

### YOUR WORK/LIFE BALANCE

- Paid vacations & holidays
- Time off for bereavement & jury/witness duty
- 4 Platoon Schedule

### YOUR FINANCIAL SECURITY

#### **WA Department of Retirement Systems LEOFF2 Pension**

#### **457 Deferred Compensation Savings Programs – WA State DRS & Randall & Hurley**

In addition to your own savings, the Agency contributes 3.5% of First Class Firefighters' wages per year to a 457(b) retirement savings plan – no match required.

#### **Long-Term Disability (LTD) Insurance available through CIGNA**

60% income replacement after 90 days up to \$7,500/mo. until Social Security Normal Retirement Age.

#### **Basic Life & Accidental Death & Dismemberment (AD&D) Insurance**

\$15,000 Life/\$15,000 AD&D available through CIGNA; \$12,000 Life/\$12,000 AD&D agency-paid through Standard Ins. Co.

**Supplemental Group Life Insurance** available through Cigna.

*Benefits are subject to change. This is an abbreviated listing only; for details, please refer to benefit plan booklets.*