



2021 Benefits at a Glance – Exempt Employees

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 (additional \$200/year reimbursed by employer). \$15/\$35 Rx (100% reimbursed by employer). 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.

Cell Phone & Computer Allowance

\$167/mo.

YOUR CONVENIENCE & HAPPINESS

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

YOUR WORK/LIFE BALANCE

- Desirable work schedules (every other Friday off)
- Paid vacations & 11 holidays + 1 personal holiday
- Time off for bereavement & jury/witness duty

YOUR FINANCIAL SECURITY

WA Department of Retirement Systems Pension

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

Agency match of up to 5% of regular salary per pay period.

Short-Term Disability (STD) Insurance o CIGNA

100% Agency-paid, 60% income replacement up to \$800/week after 30-days.

Long-Term Disability Insurance - CIGNA

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

Life & Accidental Death & Dismemberment (AD&D) Insurance – CIGNA & Standard

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

Voluntary Supplemental Life Insurance available through Cigna.

\$45/mo. increase to salary in lieu of Agency-paid life insurance.