

## **EMPLOYEE BENEFITS**

Grays Harbor County offers a full range of employee benefit programs for eligible employees, retirees and their families. These programs include medical, dental and vision coverage; group term life insurance; and flexible spending accounts for health care and dependent care reimbursements. Benefits-eligible employees also participate in a mandatory retirement plan and have access to a voluntary retirement savings program as well. In addition to these “basic employee benefits” and retirement services, employees benefit from a variety of other programs including 11 paid holidays, a Wellness Program, and more.

### **HEALTH CARE BENEFITS**

#### **Medical/Rx:**

Grays Harbor County provides 100% employee paid medical benefits through the Washington State's Public Employees Benefits Board (PEBB) and Washington Teamsters Welfare Trust (WTWT). Plan choices vary depending on your collective bargaining agreement and county of residence.

#### **Dental:**

The County pays the full monthly premium for eligible employees, and offers two dental plans through the Washington Counties Insurance Fund (WCIF). Delta Dental, a preferred provider plan, or Willamette Dental, an HMO plan. Both plans cover diagnostic, preventive, orthodontia, and basic services. All employees covered under the Teamsters collective bargaining agreement have Delta Dental.

#### **Vision:**

The County pays 100% of the cost for you and your dependents. Depending on your collective bargaining agreement you will have either Vision Service Plan (VSP), through the Washington Counties Insurance Fund (WCIF), or Northwest Benefits Network (NBN), with Washington Teamsters Welfare Trust.

#### **Life Insurance:**

Grays Harbor County provides \$12,000 of basic term life, with accidental death and dismemberment (AD&D) coverage for all collective bargaining agreements. The exception is for all Teamsters covered employees, they have \$24,000. Additional voluntary, supplemental life insurance and AD&D are available.

#### **Dependent Coverage:**

Eligible dependents may be added to all of the coverages listed above. Employees receive a specific maximum amount toward dependent coverage with the employee paying any amount above the County maximum contribution. The amount of County contribution is based on the bargaining unit.

### **PENSION PLANS**

**Retirement:**

As a public employee, you will participate in the PERS2, PERS3, LEOFF2, or PSERS2 plan administered by the Department of Retirement Systems (DRS) of Washington. Under these plans (excluding PERS3) your monthly retirement benefit is defined by a formula of 2% times your years of service times your average final compensation; and contributions are subject to periodic rate adjustments by the state legislature. Under the PERS3 plan, part of your monthly retirement benefit is defined by a formula of 1% times your years of service times your average final compensation; plus you will choose your own contribution rate (between 5% and 15%) and you invest your contributions.

**Deferred Compensation 457(b) Plans:**

We offer Deferred Compensation 457(b) plans administered by Nationwide Retirement Solutions that provides even more optional retirement savings. Traditional (pre-tax) and Designated Roth (after-tax) options are available. Many employees are eligible to receive a match by the County, and the match percentage varies depending your union affiliation.

**OTHER COUNTY PAID BENEFITS****Employee Assistance Program (EAP):**

Grays Harbor County offers an Employee Assistance Program through Magellan Healthcare and Guidance Resources, depending on your collective bargaining group. Both plans provide free confidential counseling and referral services to help address work and personal issues. Legal and financial service are also available for you and your eligible family members. The plans are confidential and available 24/7.

**Conferences and Seminars:**

Grays Harbor County pays for employees to attend professional conferences to encourage continuous learning and professional development.

**PAID LEAVE**

Benefited county employees will participate in each type of leave plan. The amount of leave an employee may accrue and bank will vary between employee groups and collective bargained agreements. Types of leave include:

- Legal Holidays
- Vacation Leave
- Sick Leave
- Bereavement Leave
- Military Leave

**ADDITIONAL VOLUNTARY BENEFITS**

Employees have additional benefits and programs available through payroll deduction. These options are made available to employees merely as a convenience and are not endorsed or guaranteed by the County.

### **Flexible Spending Accounts (FSA)**

The County offers both the Health Care FSA and Day Care FSA that enables you to set aside money on a tax free basis to pay for your out-of-pocket health care expenses and/or day care and dependent care expenses. You determine your monthly contributions to these plans, not to exceed the IRS calendar and plan year maximums. If you elect to participate in a FSA and want to continue your participation, you will need to re-enroll each year during the annual -open enrollment period. This plan is administered by Benefit Solutions Inc. (BSI).

Other supplemental products that are available for eligible employees purchase are available through **Colonial**, and **The Standard**. These products include:

- Supplemental Life Insurance
- Accidental Death and Dismemberment (AD&D)
- Disability Insurance
- Cancer Insurance
- Accident Insurance
- Hospital Confinement
- Critical Illness

**The above information describes typical benefits available for Regular Full-time Employees. Actual benefits received may differ by position, employment status (regular, temporary, or extra help) and/or bargaining group.** Paid medical, dental and vision coverage for dependents is determined by labor agreement. Please note that **Temporary** and **Extra Help** positions are not typically eligible for benefits. This is only brief summary of benefits available to eligible Grays Harbor County employees. In all cases, plan documents govern.