

BENEFIT INFORMATION

LEAVE INFORMATION

VACATION LEAVE: Employees receive 96 hours of vacation per year initially. Vacation leave accrual increases occur on an employee's anniversary date.

SICK LEAVE: Employees receive 96 hours of sick leave per year.

HOLIDAYS: Employees receive 104 hours paid holidays.

HEALTH AND WELFARE BENEFITS THROUGH ASSOCIATION OF WASHINGTON CITIES (AWC)

MEDICAL COVERAGE: Choice of four medical plans which include prescription drug coverage for the employee and their dependents. Employees choosing the AWC HealthFirst \$250 Plan through Regence or the Kaiser Permanente \$200 deductible plan pay a monthly contribution amount of \$40 for employee only and \$80 for family coverage. South Sound 911 pays the remaining monthly premium. Monthly contributions are waived for employees completing South Sound 911's annual wellness requirements, which apply to the following calendar year.

South Sound 911 will pay 100% of the premiums for both employees and dependents electing a High Deductible Health Plan through Regence or Kaiser Permanente. In addition to paying 100% of the premiums, South Sound 911 provides an annual contribution to an employee Health Savings Account (HSA). The contribution for employee only coverage is \$2,400 and the contribution for an employee and one or more dependents is \$4,800.

South Sound 911 employees covered by another medical plan may be eligible to participate in the Opt-Out Program. In order to be eligible, the employee must certify that he/she and any qualifying dependents are covered on another medical plan. Employees approved to participate in the Opt-Out Program shall receive a monthly distribution of \$500 to a qualified 457 deferred compensation plan. These contributions will apply to the annual maximum deferred contribution limits. Employees may only apply for the Opt-Out Program during open enrollment or at initial hire. Determination of eligibility shall be at the sole discretion of South Sound 911.

VISION: Vision coverage is offered through Vision Service Plan (VSP). South Sound 911 pays the monthly premium for the employee and their dependents.

DENTAL COVERAGE: Choice of plan with Delta Dental or Willamette Dental. South Sound 911 pays the monthly premium for the employee and their dependents.

LIFE INSURANCE AND LONG TERM DISABILITY: South Sound 911 provides an employer paid life insurance benefit of 1x annual salary for all full time employees. Supplemental life and supplemental spousal life insurance are available at the employee's expense. Employees also receive employer paid long-term disability coverage. The waiting period for long-term disability coverage is 180 days and payment is at 60% of the employee's monthly salary.

EMPLOYEE ASSISTANCE PROGRAM: ComPsych is an Employee Assistance Program offered to South Sound 911 employees and their families.

For AWC specific benefit questions, you are welcome to contact AWC Employee Benefit Trust at 1-800-562-8981 or 360-753-4137, email: benefitinfo@awcnet.org website: www.awctrust.org.

WELLNESS PROGRAM: South Sound 911 offers several fun and engaging wellness activities throughout the year. For information about the South Sound 911 Wellness Program, please contact Gracie Burkhart at gracie.burkhart@southsound911.org or 253-287-4808.

ADDITIONAL BENEFITS

RETIREMENT: South Sound 911 employees participate in the Washington State Department of Retirement Systems Public Employees' Retirement System (PERS). PERS Plan 2 is a defined benefit plan and PERS Plan 3 is a defined benefit plan that includes a member-funded defined contribution component. Employees new to PERS will select PERS Plan 2 or PERS Plan 3 within 90-days of initial hire. New hires who were previously PERS members will complete new enrollment and beneficiary forms upon their transition to South Sound 911. Those who are PERS 3 plan members will have the opportunity to elect a new contribution rate during their initial hire with South Sound 911. For more information on retirement plans, please visit www.drs.wa.gov or call 360-664-7000.

SOCIAL SECURITY REPLACEMENT PLAN: South Sound 911 makes contributions on behalf of all eligible employees to a 401(a) Social Security replacement plan, in addition to contributions made by the employee. Employer and employee contributions mirror Social Security, which are 6.2% of wages up to the annual Social Security Wage Base maximum.

DEFERRED COMPENSATION PROGRAM: South Sound 911 employees have access to a deferred compensation program through MissionSquare Retirement.

OTHER INSURANCE: Short Term Disability and other insurance options are available through AFLAC at the expense of the employee.

PAY PERIODS: South Sound 911 has 26 payroll periods. Pay dates occur every other Friday and checks are deposited via direct deposit.

Have additional benefit or payroll questions? Please contact Gracie Burkhart, Payroll and Benefits Manager at 253-287-4808 or gracie.burkhart@southsound911.org.