



# 2023 BENEFIT SUMMARY UNREPRESENTED EMPLOYEES

Benefits begin the first of the month following 80 compensated hours in one calendar month.

## HEALTH AND WELFARE PLANS

- **Medical – Teamsters Welfare Trust (Plan B)**
  - Covers employee and family without premium cost to employee.
  - Deductible: \$300 individual / \$900 Family \*
  - Max Out of Pocket: \$2,500 individual / \$5,000 Family \*
  - \* See plan summary for detailed explanation and coverage specifics
- **Dental – Teamster Welfare Trust (Plan A)**
  - Covers employee and family without premium cost to employee.
  - \$2,675 maximum benefit per person, per calendar year
- **Vision - Teamster Welfare Trust Plan**
  - Covers employee and family without premium cost to employee
- **Life Insurance – Standard Life**
  - \$50,000 policy covers employee only without premium cost to employee
- **Long-Term Disability**
  - 60% of earnings up to \$6,000 per month after 180 days of disability (for employee only)
- **Short-Term Disability**
  - \$100/week for up to 26 weeks (for employee only)

## LEAVES

- **Paid Time Off**
  - During 1<sup>st</sup> - 4<sup>th</sup> employment year: 18.00 hours/month (5.4 weeks)
  - During 5<sup>th</sup> - 9<sup>th</sup> year: 21.33 hours/month (6.4 weeks)
  - 10<sup>th</sup> + years: 24.67 hours/month (7.4 weeks)
  - (Prior related public service may be considered for setting starting accrual rate.)
- **Paid Time Off Annual Carryover Maximum:** 330 hours
- **Paid Time Off Annual Cash Out:** Up to 40 hours over the 330-carryover maximum
- **Holidays:** Twelve paid holidays.

## RETIREMENT

- **Washington State Retirement** Mandatory participation - visit <http://www.drs.wa.gov/>
- **Deferred Compensation Retirement Savings Plans** Optional participation
- **401(a) Supplemental Retirement Savings Plan** - County matches 50 cents for every dollar of the first 4% of pay employee contributes. Employee sets % as irrevocable choice within 30 days of hire.

## OTHER

- **Employee Assistance Plan (EAP)**
  - Confidential counseling for employee and household (up to six visits per issue).
- **Flexible Spending Account** (pre-tax dollars set aside to pay for health care or dependent care).
- **Personal Accident & Voluntary Term Life for Employee and Dependents**