

## **SUMMARY OF MAJOR BENEFITS** **FOR SKAMANIA COUNTY CLASSIFIED EMPLOYEES**

### **Retirement Benefits**

Employees that work 70 or more hours in a month for five months in a calendar year will be required to enroll in the Washington State Retirement System. The County currently pays approximately 5.32% - 11.61% of your salary towards the employee's retirement fund depending on which retirement system your job qualified for. The employee pays 5% *or more* of your salary, *depending on choices made by the employee when enrolling in the retirement fund*. The rates are set by the Retirement System and can fluctuate depending on the state.

### **Health Insurance**

The County has two health insurance plans available – Blue Cross Blue Shield of Oregon and Kaiser Permanente, both offered through Western States Trust – OPEIU Local 11. Dental plan options are Western States Trust, Willamette Dental and Kaiser Dental. Vision plan options are either Kaiser (if you elect Kaiser medical) or Vision Service Plan (VSP) if you elect Blue Cross Blue Shield of Oregon. Presently, the insurance premium is a composite rate of \$1,843.64 per month which covers medical, dental, vision and life insurance. The County currently pays 90% of the premium for you and your entire family for full time employees. You pay 10% of the premium (\$184.36 split between two pay periods). You become eligible for health insurance the second full month following your hire date. (e.g., hire date 4/1/2021; monthly premiums commence for April hours worked and are paid in May for insurance coverage beginning 6/1/2021). If you are hired on 16th of the month the first paycheck will have a double deduction of \$184.36 and then it will be split in half each month between two pay periods.

### **Opt Out of Health Insurance Provision**

You are eligible to opt out of health insurance if you provide proof of other coverage. If you opt out, you may choose to receive \$200 per month or, if you are a part-time employee, a prorated share of the \$200.00. This selection can be changed at open enrollment each year or if you have a qualifying event occur. Check with Human Resources for further information.

### **Life Insurance**

The life insurance benefit is \$12,000 for the employee, \$1,000 for the spouse, and \$1,000 for children ages 6 months to 19 years (or age 25 if eligible). The premium is presently paid 90% by the county for full-time employees as part of your health insurance coverage. The County also has an additional voluntary life insurance policy for which employees can apply; if elected, premiums for approved coverage will be deducted from your paycheck. Upon hire, you are eligible for up to \$50,000 for yourself, \$20,000 for your spouse and \$10,000 for your dependent children without completing a medical history form if you enroll within the first 30 days of hire.

### **Sick Leave**

Sick leave is earned at the rate of 9 hours per month. There is currently no maximum limit on accrual of sick leave. Sick leave is only paid out up to 1,000 hours if you retire, die or have worked for Skamania County for 20 continuous years.

### **Vacation**

Vacation is currently earned at the rate of 10 hours per month for the first eight years of service. Upon completion of your eighth year, you will earn one extra day per year. The vacation accumulation schedule is provided in the personnel policy or your union contract. You may only accumulate up to 360 hours of vacation. Employees who reach the maximum balance of 360 hours of vacation will stop accruing additional hours until vacation hours are used, and their balance drops below the maximum. Annual leave may not be used during the first 6 months of employment while on probation. Employees in a bargaining union follow their union contract.

### **Holidays**

The County provides 11 paid holidays for full time employees and prorated for part-time employees that are at least 60% or more of a full time equivalent. The Holidays are New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Juneteenth, 4<sup>th</sup> of July, Labor Day, Veteran's Day, Thanksgiving Day, (and if you work five days a week you receive the Day after Thanksgiving), and Christmas Day. The County also provides one Personal Holiday of your choice with agreement from your department, after 6 months of employment. This Personal Holiday is prorated based on your hire date.

### **Pay Days**

For hours worked the 1st-15<sup>th</sup> of the month, pay day will be on the 25<sup>th</sup> of the current month. For hours worked the 16<sup>th</sup> through end of month are paid on the 10<sup>th</sup> day of the following month. If the 10<sup>th</sup> or 25<sup>th</sup> falls on a Thursday, Friday, Saturday or Sunday or Holiday the preceding workday will be the pay date.

### **Drug-Free Workplace Policy**

Skamania County has a drug-free workplace policy. You are required to read the policy and sign a statement acknowledging that you have received and read this policy.

### **SECTION 125 Pretax Flexible Spending Plan**

The County offers a Section 125 pretax flexible spending plan through American Fidelity that is available for employees to enroll annually. The annual election is withheld from the employee's paycheck on a pre-tax basis and can be used for out-of-pocket health expenses such as co-pays, co-insurance, deductibles, and prescription expenses. Flexible spending plans are "use-or-lose" contributions and must be applied for annually. More information can be provided by contacting Human Resources.

### **Deferred Compensation**

Skamania County offers its employees several Section 457 plans (deferred compensation). The plans are voluntary and at the employee's expense. The county makes no contribution to these plans.

The County has various other plans such as AFLAC, American Fidelity, Cancer, Hospital, Disability, and other various plans you can choose to participate in at employee's expense.

**The Board of Commissioners has the right to change employee benefit levels and rates through the collective bargaining process and/or changes in the Personnel Policy.**