



## WOODINVILLE WATER DISTRICT EMPLOYEE BENEFITS

I. For Regular Full-Time Employees, all benefits begin on the 1<sup>st</sup> day of the month following the date of hire. The Woodinville Water District pays all monthly premiums for employee, their spouse and dependents. Below is a brief outline of benefits provided by the Woodinville Water District.

HEALTH INSURANCE: Employee has choice of Medical Plans:

Regence Blue Shield – HealthFirst 250 Medical Plan. \$250 individual / \$750 family per calendar year deductible. Out-of-pocket limit \$3,000 individual / \$6,000 family per calendar year. Copay and coinsurance vary for mental health, behavioral health, or substance abuse needs.

High Deductible Medical Plan. \$1,700 individual / \$3,400 family per calendar year deductible. \$5,000 individual / \$10,000 family\* per calendar year out of pocket maximum.

Kaiser Permanente – \$200 Annual Deductible Plan. \$200 individual / \$400 family annual deductible. Out-of-pocket limit 2,500 individual / \$5,000 family. There is also a benefit for mental health, behavior health or substance abuse needs.

High Deductible. \$1,700 individual / \$3,400 family annual deductible. Out-of-pocket limit \$3,750 individual /\$7,500 Family.

DENTAL INSURANCE: Delta Dental of Washington. When first enrolled your “incentive level” will be 100%. Each calendar year that benefits are used maintains 100% payment level. If you do not use your dental plan for a year, the incentive level will decrease by 10%, but will drop below 70%. Annual Plan Maximum: \$1,500.

VISION INSURANCE: Vision Service Plan – Benefits are based on services provided by VSP panel doctors. There is no deductible, and most benefits are paid in full. Examinations and lenses are paid in full every 12 months. New frame benefits allowed every 24 months. Benefit for contacts instead of glasses allowed every 12 months.

DISABILITY INSURANCE: USable Life Insurance. – Short and Long-Term Disability Insurance. Employee will be paid 70% of base salary in the event of illness or non-work-related injury after a seven-day waiting period has been met, for up to 12 weeks, then converts to Long Term Disability. Long Term Disability will be paid at 60% of base salary.

PUBLIC EMPLOYEE RETIREMENT SYSTEM (PERS): All employees are required to participate in the Washington State retirement system effective with the **date of hire**. You will choose between PERS 2 or PERS 3. The district contributes to your retirement, too. Details about the two systems will be given to employee during orientation.

LIFE & ACCIDENTAL DEATH & DISMEMBERMENT (AD&D) INSURANCE: Standard Life Insurance (provided through AWC): Basic Life for employee \$5,000; Accidental Death & Dismemberment for employee \$5,000. Dependent Life Insurance \$2,000. Additional \$45,000 Life Insurance & AD&D Insurance for employee provided by USable Life. Employee may purchase additional life insurance at their own cost.

VEBA: HRA VEBA is a tax-free health reimbursement arrangement that enables the employer and employee to make tax-free contributions into a special trust account. These tax-free funds can then be used to pay or reimburse eligible out-of-pocket healthcare costs and premiums for yourself, your spouse and your qualified dependents.

DEFERRED COMPENSATION: This is a program that allows the employee to invest today through a payroll deduction for your retirement. Federal income taxes are deferred until your assets are withdrawn. The District will match contributions up to 2%-4% of base pay based on length of service. The contribution limit on the 457 elective deferrals is posted annually by the IRS. Loans are available.

FLEXIBLE SPENDING ACCOUNT (FSA) - Through a payroll deduction, allows employees to pay for approved medical or family care expenses from a “pre-tax” account.

HOLIDAYS – Thirteen paid holidays per year, including 2 floating holidays (employee choice).

SICK LEAVE – Employees accrue sick leave at the rate of 3.6924 hours for each bi-weekly pay period (12 days per year).

VACATION LEAVE – May be used after you have served three months of continuous employment. The beginning accrual rate is 3.6924 hours per pay period (12 days per year) for the first year of employment and increases up to 7.6924 hours per pay period (25 days per year) after 25 years of employment.

TRAINING AND TUITION ASSISTANCE REIMBURSEMENT – The District offers paid training and some tuition reimbursement, see policy for more information.

WORKPLACE WELLNESS – The District encourages, supports, and strives to offer wellness programs that will assist in improving overall health and employee well-being. Wellness Program includes activities and events that promote healthy choices. This also includes an Employee Exercise Facility Membership Dues Reimbursement Program and an employee walking trail.

II. Temporary Employees, in accordance with Washington State Law, earn paid sick leave benefits and accrue sick leave at the rate of one (1) hour for every forty (40) hours worked. The District will pay out accrued, unused sick leave upon separation.