



2017 FRINGE BENEFITS SUMMARY

These full-time benefits are prorated for part-time employees working 20-29 hours per week.

SICK LEAVE: FLSA Exempt & Eligible employees: 12 days/year; maximum accrual up to 960 hours.

VACATION: (MAXIMUM ACCRUAL – 240 HOURS)

FLSA Eligible employees: 14.5/year, ½ day/year additional per year of employment, to a maximum of 22.5 days/year.

FLSA Exempt employees: 16 days/year, ½ day/year additional per year of employment, to a maximum of 24 days/year.

HOLIDAYS: 11 days per year

New Year's Day, Martin Luther King, Jr. Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve Day, Christmas Day.

REFER TO THE 2017 BENEFITS COMPARISON SUMMARY FOR FURTHER INFORMATION REGARDING BENEFITS.

MEDICAL INSURANCE:

2017 MEDICAL PLAN RATES

AWC Asuris Northwest				
	Employee	Spouse	First Dependent	Second Dependent
HealthFirst 500	\$643.47	\$649.62	\$319.30	\$265.32
HDHP HSA*	\$450.92	\$456.48	\$228.88	\$187.41

Telehealth Benefit: A telehealth benefit is added to the Regence/Asuris plans. This is through MDLive and will allow participant access to a doctor via phone or secure video to treat non-emergent conditions. More information on this exciting benefit is coming soon.

For this new benefit, the following apply:

HealthFirst 500 – \$10 copay, paid at 100%. Deductible waived, does not go towards first 4 office visits covered outside of deductible.

High Deductible Health Plan – \$38 consult fee until deductible is satisfied, then paid at 100%.

Kaiser Permanente				
	Employee	Spouse	First Dependent	Second Dependent
KP	\$537.16	\$528.20	\$269.52	\$269.52
KP HDHP*	\$446.92	\$437.96	\$223.81	\$223.81

A non-formulary co-pay tier will be added to the KP High Deductible Health Plan, and the deductible, co-pay and co-insurance will be waived for preventive care drugs.

Association of Washington Cities Employee Benefits Trust (AWC)

HealthFirst 500 – District will pay \$537.16 toward full-time employee premium cost (pro-rated for part-time employee). Example: \$643.47 (HealthFirst 500) minus \$537.16 (District Contribution) = \$106.31 to be paid by employee. Employee pays dependent coverage.

AWC HDHP and Kaiser Permanente HDHP – Paid in full by the District for full-time employee; pro-rated for part-time employee. Employee pays dependent coverage.

Kaiser Permanente

KP \$20 Copay / \$200 Deductible Plan – Paid in full by the District for full-time employee; pro-rated for part-time employee. Employee pays dependent coverage.

- **AWC HDHP and KP HDHP paid-in-full. District will contribute \$31.25 per pay period (\$750 annually) into an HSA.**

DENTAL INSURANCE: Paid in full for employees normally scheduled to work 20 hours or more per week. Plans offered are *Washington Dental Service (Delta Dental)* or *Willamette Dental of WA*. Employee pays dependent coverage.

VISION INSURANCE: *Vision Services Plan* – \$25 Copay Plan. Individual Plan Paid in full for employees normally scheduled to work 20 hours or more per week.

EMPLOYEE ASSISTANCE PROGRAM: *ComPsych* – Standard 5-visit model plan provided by SCLD for all employees.

LIFE INSURANCE: *The Standard* - \$12,000 Basic Life/\$12,000 AD&D – Paid in full by the District for employees normally scheduled to work 20 or more hours per week. Voluntary Term Life is also available for employee and spouse coverage at employee cost.

LONG TERM DISABILITY – Base Plan of 60% benefit after 90-day waiting period is included for all staff with or without medical. For employees scheduled to work 20 hours or more per week who have not selected a District-offered medical plan, the Base Plan is paid for by the District.

RETIREMENT:

Washington State Public Employees Retirement System

Contribution Rates	Effective 07/01/17 and current	
	District	Employee
PERS I – Became a member prior to 10/01/1977.	12.7%	6.0%
PERS II - Became a member beginning 10/01/1977	12.7%	7.38%
PERS III - Choose this plan after 09/01/2002	12.7%	Variable

SOCIAL SECURITY: SCLD pays 7.65% of salary; employee pays 7.65% of salary. Social Security (FICA) 6.2% of salary up to \$118,500; Medicare (MDCR) 1.45% of salary with no maximum.

INDUSTRIAL INSURANCE: For maintenance positions: SCLD pays \$.75 per hour worked; employees pay \$.21 per hour worked. For all other employees: SCLD pays \$.17 per hour worked; employees pay \$.09 per hour worked.

This information is being provided for informational purposes only. It does not constitute a contract. The District's Board of Trustees reserves the right to alter any of the benefits herein described.