

## **Employee Benefits**

### Full-time Position

Employees of the Agency receive the following benefits in addition to the wage for their position:

#### **Health Insurance**

Coverage provided after one month through Washington State Health Care Authority and paid by the Agency up to a maximum amount equal to the percentage (shown below) of the highest cost plan offered for each coverage type:

- Ninety-five percent (95%) for employee-only coverage.
- Sixty-five percent (65%) for employee and spouse coverage.
- Seventy percent (70%) for employee and dependent coverage.
- Fifty-five percent (55%) for employee, spouse, and dependent coverage.

All health insurance plans cover medical, dental, and vision services.

#### **Life Insurance / Accidental Death & Dismemberment / Long-term Disability**

Basic coverage provided through Washington State Health Care Authority and paid by the Agency.

#### **Other Insurance**

Auto insurance; home insurance; Dependent Care Assistance Program; supplemental death and dismemberment, life, and long-term disability insurance; and Flexible Spending Arrangements (FSAs) available (voluntary) through the Washington State Health Care Authority at employee expense.

#### **Retirement Plan**

Mandatory participation in the Washington State Public Employees Retirement System (PERS 2 or PERS 3). Current (as of 2023) contribution rates are 6.36% (employee) and 9.39% (Agency) for PERS 2 or 5.00% to 15.00% (employee) and 9.39% (Agency) for PERS 3.

#### **Social Security**

Agency does not currently participate in the federal Social Security program.

#### **Deferred Compensation**

Voluntary participation in the Washington State Deferred Compensation Program (DCP). In lieu of participation in Social Security, Agency reimburses employees \$0.4914 for each \$1.00 contributed to the DCP up to a maximum of 6.1989% of their annual gross wage/salary (as of 2023).

#### **Paid Holidays—General**

Current (as of 2023) holidays are New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day and subsequent Friday, and Christmas Day.

#### **Paid Holidays—Personal**

One personal (aka floating) holiday in each six-month period of each year after six months.

#### **Paid Vacation**

Eight (8) hours accrued in each month of active employment during years one and two, ten (10) hours during years three and four, twelve (12) hours during years five (5) through nine (9), fourteen (14) hours during years ten (10) through fourteen (14), and sixteen (16) hours during years fifteen (15) and beyond.

#### **Paid Sick Leave**

Eight (8) hours accrued in each month of active employment.