



2023 BENEFIT SUMMARY WSNA EMPLOYEES

Whatcom County provides comprehensive benefits. Benefits for new employees and their dependents begin the first of the month following 80 compensated hours in one month.

HEALTH & WELFARE PLANS

- **Medical – WA Counties Insurance Fund WCIF 500 plan.**
Tiered rates depending on who is covered:

COVERAGE FOR	COUNTY PAYS	EMPLOYEE PAYS	TOTAL
Employee	\$955.10	\$0.00	\$955.10
Employee + Spouse	\$1,617.49	\$285.44	\$1,902.93
Employee + Child(ren)	\$1,416.07	\$249.90	\$1,665.97
Employee + Spouse + Child(ren)	\$2,221.72	\$392.06	\$2,613.78

- **Dental – Washington Dental Services, Delta Dental PPO**
Employee and family covered without premium cost to employee.
- **Vision**
Employee and family covered without premium cost to employee.
- **Life Insurance – Standard Life** (\$50,000 policy)
Employee covered without premium cost to employee.
- **Long-Term Disability** (60% of earnings up to \$6,000 per month after 90 days) for employee only.
Employee covered without premium cost to employee

LEAVES

- **Vacation** - After six months on the job, employees can use vacation leave as earned and approved. Full-time employees start accruing at the rate of 6.67 hours per month, which comes to ten days of vacation a year.
- **Sick** - Full-time employees earn eight hours of sick leave each month to a maximum of 960 hours.

Holidays – One personal holiday per year PLUS twelve paid holidays (New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Veteran's Day, Thanksgiving and Day after, Christmas Eve, Christmas Day).

RETIREMENT

- **Washington State Retirement** Mandatory participation - visit <http://www.drs.wa.gov/>
- **Deferred Compensation Retirement Savings Plans** Optional participation

OTHER

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