

# SPOKANE COUNTY

## *Employee Benefits Summary*

*The following is a brief list of benefits available to Spokane County regular employees. Complete information is available from Human Resources Department. This information is subject to change.*

### **PAID TIME OFF**

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#### **Spokane County Observed Holidays**

Up to 11 (eleven) paid holidays are observed by Spokane County

#### **PTO**

Non-represented and a select group of represented employees receive a bank of hours that combine both vacation and sick leave into a paid time off bank. There is no waiting period to use this time and it starts out at almost 2 days per month accrual increasing in accrual rates annually for first 5 years.

#### **Vacation**

For employees with less than five (5) years of continuous service, the accrual rate is 1 day of vacation each month for a total of 12 days per year. After six (6) months, employees are eligible to take accumulated vacation time. (Please note the vacation time accumulation may vary depending on contract language).

#### **Sick Leave**

Sick leave is earned at 1 day per month and can be taken as the days are accumulated.

#### **Other Leaves**

Spokane County provides several other paid leaves such as: bereavement leave, jury duty and military duty leave.

### **INSURANCE BENEFITS**

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#### **Medical Insurance**

Two plans are currently available: Premera Blue Cross (PPO) and Kaiser Permanente (HMO). Spokane County pays 95% of the premium for full-time employees and 90% of the premiums for spouses and dependents. Premiums are deducted each pay period (pay periods: 15<sup>th</sup> and last day of the month). Coverage begins based on hire date. If hired between 1<sup>st</sup> – 15<sup>th</sup>, coverage begins first of next month and hired between 16<sup>th</sup> – end of month coverage begins first of following month.

#### **2023 Rates:**

##### **Premera**

Employee Only: \$19.02 per pay period  
Employee & Spouse: \$74.76 per pay period  
Employee & Family: \$104.80 per pay period  
Employee & Child(ren): \$68.08 per pay period

##### **Kaiser:**

Employee: \$17.96 per pay period  
Employee & Spouse: \$70.28 per pay period  
Employee & Family: \$98.03 per pay period  
Employee & Child(ren): \$64.29 per pay

#### **Dental Insurance**

Two plans are currently available: Delta Dental of Washington (PPO) and Willamette Dental (DMO). Spokane County pays 95% of the premium for full-time employees and 90% of the premiums for spouses and dependents.

#### **2023 Rates:**

##### **Delta Dental**

Employee: \$2.87 per pay  
Family: \$5.74 per pay

##### **Willamette Dental**

Employee: \$2.99 per pay  
Family: \$5.98 per pay

### **Group Life Insurance**

The County provides a \$25,000 group life insurance policy to employees. This benefit is paid in full by Spokane County.

### **Long Term Disability Coverage**

Provides an income protection benefit in the event of a long-term illness or injury at rate of 60% of income up to a maximum of \$5,000 per month. Spokane County pays the monthly premium for this plan. Deputy Sheriff's receive a benefit through their union for disability.

## **RETIREMENT**

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### **Retirement Plan (401a)**

Spokane County employees are automatically included in the Washington State Retirement System. Both the employer and the employee contribute to the plan. This retirement plan provides a guaranteed lifetime monthly benefit once vested and eligible for retirement.

### **Additional Retirement Plan Option (457b)**

Employees may supplement their retirement income and save money on taxes by participating in this optional County program. Roth (after-tax) option is also available through this retirement plan.

## **VOLUNTARY BENEFITS**

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### **AFLAC**

Supplemental insurance is optional and is provided by AFLAC to help pay for benefits not covered by major medical insurance. The employee pays 100% of the premium.

### **Pet Insurance**

Option to purchase policies that start as low as \$1.66 per day depending on reimbursement level and deductible chosen. The employee pays 100% of the premium.

### **Flexible Spending Plan (FSA)**

Spokane County sponsors a Section 125 Flexible Spending Account to allow out-of-pocket Medical & Daycare Expenses to be paid with Tax Free Dollars. Premiums are automatically set up pre-tax under the FSA.

### **Additional Life Insurance**

Additional Term Life Insurance provided through The Standard Insurance at competitive rates. New employees are guaranteed up to \$100,000 for self and \$30,000 for a spouse with no medical underwriting needed.

## **WORK/LIFE PROGRAMS**

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### **Employee Assistance Program**

Employees and their family members are eligible to receive free counseling. There are also benefits relating to financial and legal concerns.

### **Free Bus Pass Program**

Spokane County participates in a program with STA which provides free bus passes to employees.

### **Wellness Programs**

There are opportunities for onsite exercise, nearby exercise programs at reduced cost and education programs around wellness themes including financial well-being, nutrition and stress reduction.

### **Discounts**

There are local discounts available to Spokane County employees.