

Jefferson Transit 2017 Exempt Employee Benefit Summary

Medical /Dental/Vision Insurance

These plans begin on the 1st day of the month following the first full month of employment.

Medical insurance is provided through Premera Blue Cross and administered through the Washington Counties Insurance Fund. Jefferson Transit Pays for 90% of the cost to insure the employee and 62% of the cost to insure any dependents. The employee picks up the 48% difference via a payroll deduction. All medical insurance deductions are performed pre-tax.

Dental insurance is provided via Washington Dental Service or Willamette Dental and vision insurance is provided through Vision Service Plan.

Health Benefit Account

Employees accrue \$500 annually, up to the maximum of \$1250, to be used towards eligible medical expenses including annual deductibles, prescription co-pay, office co-pay, etc.

Employee Assistance Program (EAP)

An EAP program is provided at no cost to the employee and includes family Coverage.

Retirement via the Washington State Public Employees' Pension Plan (PERS)

General Leave Accrual and Paid Holidays

Rather than having separate vacation and sick leave accrual, Jefferson Transit employees accrue general leave that may be used as either sick or vacation leave. Employees are 100% vested in general leave as it is accrued. Accrual rates are determined by longevity:

<u>Months of Service</u>	<u>Rate</u>	<u>Approx. Annual Days</u>
1 – 60	.0962/hrs.	25
61 – 120	.1154	30
121 +	.1346	35

Paid holidays include: New Year's Day, Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas, plus two Personal Day of the employee's choosing.

Other insurance

Employer paid life and disability insurance.

Employees have the option to purchase other supplemental insurance coverage as available.

A deferred compensation plan is also available.

Free bus passes are provided to the employee and their immediate family.