

Benefits & Compensation



KITSAP REGIONAL
Library

Medical/Dental/Vision Plans

Regular employees scheduled 20+ hours/week are eligible starting 1st of month following or coinciding with date of hire.

Comprehensive Medical and Prescription Drug Plans

Regence BlueShield High Deductible Health Plan (HDHP) & HealthFirst 500

- Preferred Provider Organization (PPO) plans with both in-network and out-of-network coverage.

Kaiser Permanente HDHP & \$200 Deductible

- Health Maintenance Organization (HMO) plans with a wide choice of in-network providers.

Kaiser Permanente PPO

- Hybrid plan with low cost in-network coverage and no referral necessary for specialist care.

Medical Premiums

Premiums paid each pay period (24/year)

- Employee-only coverage from \$15.00
- Employee + Spouse coverage from \$249.85
- Employee + Child(ren) coverage from \$299.18
- Employee + Family coverage from \$464.02

Dental

Delta Dental of Washington

- Preventive and diagnostic covered at 100%
- Orthodontia coverage (\$2,000 lifetime max)

Vision

Vision Service Plan (VSP)

- Annual basic exams covered in full.
- Prescription glasses with \$25 co-pay or contact lenses.

Company-paid Benefits

Health Reimbursement Arrangement (HRA)

HRA VEBA (Voluntary Employees' Beneficiary Association)

- Up to \$1,600 annually for eligible employees, based on FTE and medical plan enrollment. Funds can be used for eligible healthcare expenses and retiree medical insurance premiums.

Employee Assistance Program

ComPsych/Guidance Resources

- Confidential counseling and resources for all employees and members of their household with up to 8 sessions per situation.

Basic Life and Accidental Death & Dismemberment Insurance (AD&D)

The Standard

- \$12,000 benefit

Long-term Disability

The Standard

- 60% of eligible wages after 90-day waiting period (limits apply).

Travel Assistance

Assist America

- Available when traveling more than 100 miles from home or internationally for business or leisure. Offers pre-trip assistance as well as help during trip (finding medical care, legal assistance, emergency evacuation and lost document replacement).

Wellness Program Activities

- Library sponsored wellness activities promoting a healthy lifestyle. Medical plan enrolled employees also have access to resources through the Castlight app and HealthCentral website.

Personal Funding Accounts

Flexible Spending Account*

OneBridge Benefits

- Contribute up to \$3,200 pre-tax dollars a year

Dependent care flexible spending account

OneBridge Benefits

- Contribute up to \$5,000 pre-tax dollars a year

Optional Additional Benefits

Optional life and AD&D*

The Standard

- Purchase additional life and AD&D insurance from \$10,000 to \$500,000**

Supplemental Insurance**

AFLAC

- Plans include accidents, critical illness, cancer, hospital confinement, short-term disability, supplemental dental and life.

*Spouse/domestic partner coverage available

**Upon approval from insurance company

Retirement Benefits

Regular employees scheduled to work 70+ hours per month.

WA State Public Employees Retirement Plan (PERS)

Choose between Plan 2 (pension plan) or Plan 3 (pension plan + investment account).

- Plan 2 employee and all employer contribution rates are determined by state and Plan 3 rates are determined by the employee. Benefits are determined by the length of public service and your salary. Vesting time of 5-10 years depending on plan choice.

Deferred Compensation Plans (457 Plans)

- Employees may contribute up to the 2024 IRS limit of \$23,000 (or \$30,500 if they turn 50 or older anytime during the year). Three choice of vendors Washington State DCP, Nationwide DCP or MissionSquare DCP.

Vacation

- Regular employees scheduled 20+ hours/week accrue vacation based on hours worked, position and length of service starting at 15 days.

Sick leave

- Sick leave accrues based on position and hours worked.

Holidays

- 13 paid holidays and one personal holiday per year.

Other Leaves

- The Library also provides the following paid leave: funeral leave, bereavement leave, jury duty.
- Employees may be eligible for up to 12 weeks of federal Family and Medical Leave Act (FMLA) benefits for specified family and medical reasons.
- Employees have the option to apply for Washington Paid Family and Medical Leave program benefits.

