



Department of Personnel And Human Services

Bert H. Furuta

Director

BENEFIT INFORMATION FOR EMPLOYEES IN POSITIONS ON THE 'L' PAY SCALE

Corrections Officers Guild

FLSA Status: Non-exempt

Annual Leave Accruals:

Upon employment -	80 hours per year (6.67 hrs./month)
Upon completion of three years -	96 hours per year (8.00 hrs./month)
Upon completion of five years -	120 hours per year (10.00 hrs./month)
Upon completion of ten years -	160 hours per year (13.33 hrs./month)
Upon completion of fifteen years -	200 hours per year (16.67 hrs./month)

Sick Leave Accruals:

Upon employment - 12 days per year (8.00 hrs./month)

(Annual and sick leave accruals are earned monthly for any full month of employment. A full month is defined as 14 days in a paid status.)

Holidays:

The County observes 11 holidays, including one floating holiday. Please check the collective bargaining agreement for information on compensation and observation of holidays. (Floating holidays vest on January 1 of each year and will be designated as the first annual leave day to be used.)

Probationary Period: twelve-months.

Medical/Vision/Dental/Life Insurance - Coverage begins the first of the month following one full month of employment. Please see reverse side for current insurance premiums. In addition to the premium contributions listed, employees who elect to cover their spouse on medical coverage will be charged a \$25 per month spousal surcharge. This surcharge will only apply if the spouse has access to medical coverage through their own employer.

Medical and Vision Coverage: Kitsap County offers medical and vision plans for employees and dependents through Group Health or Premera Blue Cross.

Dental Insurance is contracted through Washington Dental Service and Willamette Dental.

Life Insurance - The County pays life insurance premiums for a \$24,000 policy for the employee only. Dependent coverage and additional employee coverage is available at the employee's expense.

Washington State Public Safety Employees Retirement System (PSERS) – mandatory participation

Other Available Benefits:

- Credit Union Membership
- Deferred Compensation Plans
- Flexible Spending Accounts for Health Care, Day Care & Transit
- AFLAC Coverage
- Employee Assistance Program
- Employee Recognition Program

Note to current County Employees: This information may or may not reflect your benefit package for this position, based on your hire date. Contact Personnel for more information.

2009 KITSAP COUNTY MONTHLY INSURANCE PREMIUMS

Sheriff's Civil Service - Lt's, Corr. Officers, Corr. Sgts, Sheriff Support

Medical/Vision Plans		County Monthly Contribution	Employee Monthly Contribution	Employee Per Pay Period
Premera				
	Employee only	431.20	430.62	0.58
	Employee + spouse	883.94	856.48	27.46
	Employee + child(ren)	754.58	734.68	19.90
	Employee + family	1,207.32	1,160.92	46.40
Group Health #12431				
	Employee only	404.24	404.10	0.14
	Employee + spouse	828.66	811.20	17.46
	Employee + child(ren)	707.34	694.88	12.46
	Employee + family	1,131.82	1,102.04	29.78
Vision Service Plan (VSP) - Enroll only if medical coverage is waived				
	Employee	7.85	7.85	0.00
	Employee + Dependents	18.35	7.85	10.50
Employee Medical Contributions listed above do not include the \$25 spousal surcharge, if applicable.				
Dental Plans				
WDS Plan C / Option 2 (0497-2033)		\$1,000 annual max & \$2,000 lifetime ortho max		
	Employee Only	49.35	49.35	0.00
	Employee + 1 Dependent	95.60	74.35	21.25
	Employee + 2+ Dependents	158.72	74.35	84.37
WDS Plan D / Option 4 (0497-4032)		\$2,000 annual max & \$2,000 lifetime ortho max		
	Employee Only	52.22	49.35	2.87
	Employee + 1 Dependent	101.13	74.35	26.78
	Employee + 2+ Dependents	166.85	74.35	92.50
DeltaCare		Co-pays apply for services No Annual Max, No deductible		
	Employee Only	27.07	27.07	0.00
	Employee + 1 Dependent	55.20	52.07	3.13
	Employee + 2+ Dependents	114.79	52.07	62.72
Willamette Dental		\$15 Office Visit Co-pay No Annual Max, No deductible		
	Employee Only	53.11	49.35	3.76
	Employee + 1 Dependent	88.37	74.35	14.02
	Employee + 2+ Dependents	141.43	74.35	67.08
Kitsap County contributes \$25 monthly toward each employee's dependent dental and basic life insurance premiums.				
Standard Ins. Co - Basic Life				
#645273				
	Employee (\$24,000)	3.60	3.60	0.00
	Employee (\$24K) + Dependents (\$1K)	4.25	3.60	0.65*
* Can be paid under County contribution if \$25 has not been fully spent on dependent dental				
Standard Insurance				
	Employee Only	53.41	10.00	43.41