

## Thurston Regional Planning Council

### TOTAL COMPENSATION - BENEFITS

January 2020

TRPC offers a total work/life package of pay, benefits, flexibility and workplace opportunities to help employees get the most out of their career and attain a work/life balance. A monthly paycheck is just part of the total compensation. Employees also have access to an outstanding benefits package worth about 28% of their salary.

#### HEALTH CARE BENEFITS & INSURANCE

Employees and their families receive coverage by high-value medical, dental, and vision insurance. Coverage is through the Washington State Employees Benefits Board (PEBB). The following outlines monthly out of pocket costs for employees for full benefits:

<b>EMPLOYEE MONTHLY OUT-OF-POCKET COSTS</b>				
<b>Effective 01-01-20</b>				
<b>Plan Name</b>	<b>Employee</b>	<b>Employee &amp; Spouse</b>	<b>Employee &amp; Child(ren)</b>	<b>Full Family</b>
Kaiser Permanente WA Classic	\$0.00	\$151.82	\$113.86	\$265.68
Kaiser Permanente WA Value	\$0.00	\$136.53	\$102.40	\$238.93
Kaiser Permanente WA SoundChoice	\$0.00	\$125.09	\$93.82	\$218.90
Uniform Medical Plan Classic	\$0.00	\$137.33	\$103.00	\$240.33
UMP Plus	\$0.00	\$130.38	\$97.79	\$228.17
Medical Waived	\$0.00	\$0.00	\$0.00	\$0.00

TRPC pays 100% of the employee's health care premium and 80% of their dependent's premium. All plans are subject to deductibles and/or co-payments over and above the monthly employee out of pocket costs. Visit [www.hca.wa.gov/public-employee-benefits](http://www.hca.wa.gov/public-employee-benefits) for detailed information about coverages and deductibles. There is a \$25 per month premium surcharge for individuals or household members who use tobacco products. There is also a \$50 per month premium surcharge for individuals who cover a spouse or state-registered domestic partner where the spouse or state-registered domestic partner has chosen to not enroll in their own employer-based group health insurance that is comparable to the Uniform Medical Plan (UMP) Classic. Basic life and long-term disability insurance plans are also provided by TRPC.

#### SOCIAL SECURITY

Employees are entitled to the benefits provided by the Federal Insurance Contributions Act (FICA). FICA contributions are made by both the employee (through payroll deduction) and TRPC.

#### WORKER'S COMPENSATION

TRPC provides medical and disability benefits for on-the-job injuries through the Washington State Industrial Insurance Fund.

## **RETIREMENT**

TRPC offers an excellent retirement plan through the Washington State Public Employees Retirement System (PERS). The plan is supported by both employee and employer contribution. Employees may also invest in the state's deferred compensation program.

## **FLEXIBILITY**

TRPC provides flexible work hours (flex-time) and telecommuting options when approved by the employee's supervisor. The office's hours of operation are 8:00 AM to 5:00 PM, Monday through Friday.

## **ANNUAL LEAVE AND HOLIDAYS**

Employees receive annual leave accrued monthly on the basis of seniority. TRPC also provides family medical leave, paid leave for jury and/or for military service. There are a total of 11 paid holidays during the year. A floating holiday is awarded on January 1 of every year during the course of employment, with an additional floating holiday awarded after 25 years of service.

## **PROFESSIONAL ADVANCEMENT**

TRPC provides periodic cost of living increases as well as increases based on performance and career growth. Employees also have the opportunity to take advantage of career and personal growth opportunities as they relate to their position.

## **CREDIT UNION**

Employees qualify for membership in TwinStar Credit Union.

## **AUTOMATIC DEPOSIT**

TRPC pays employees once per month on the last working day of the month. Payroll checks are deposited automatically to employee's bank accounts.

## **EMPLOYEE ASSISTANCE PROGRAM (EAP)**

Sometimes a personal or work-related problem may impair job performance. Employees may seek confidential, professional help with such problems through the EAP at no charge for initial counseling.