



# Summary of Employment Benefits

*Olympic Region Clean Air Agency offers a comprehensive benefit package for regular full-time employees.*

## Insurance Benefits:

- 11 paid holidays per year.
- Two (Unpaid) Holidays (SSB5173).
- Two “Personal Holidays” per year.
- Start accruing vacation and sick leave from day one (8/hours vacation, 8/hours sick leave per month for full-time employees).
- Can use vacation days after they are accrued.
- Additional vacation ‘bonus’ days accrue based on tenure with agency.
- ORCAA currently pays 100% of full-time employee’s medical, dental, vision, long-term disability, and basic life coverage/AD&D of \$15,000 each, (health coverage includes Long-Term Disability and Employee Assistance Program).
- ORCAA pays employee share of Labor & Industries premium, and employee share of Washington Paid Family and Medical Leave premium to Employment Security.
- ORCAA contributes up to \$525/monthly towards dependent premiums for vision, dental, and medical.
- Social Security – ORCAA employees are covered by the federal Social Security and Medicare systems. The agency and the employee pay an equal amount into the system.

## Other Benefits:

- Earn leave time under the Commute Trip Reduction Program (CTRP).
- ORCAA’s Wellness Committee promotes healthy life-style choices (through education and wellness activities).
- ORCAA’s Safety Committee provides regular trainings on workplace and field safety and proactively addresses safety issues.
- Public Service Loan Forgiveness – If you are employed by a government or not-for-profit organization, and meet the qualifying criteria, you may be eligible to receive student loan forgiveness under the Public Service Loan Forgiveness Program.
- WA Cares Fund (Long-Term Care) – employee paid contributions effective July 2023

## Summary of Employment Benefits – continued –

### Investment and Retirement Programs:

#### *Washington State Deferred Compensation Plan (DCP)*

- Voluntary participation.
- You decide how much you want to contribute per pay period.
- You select the investment choices you want to invest in.
- Contributions are pretax (your taxable income is reduced by the amount of money you contribute).
- Any earnings are tax deferred until withdrawn.
- No employer contribution.
- Starting in October 2023, ROTH option added to DCP.

#### *Public Employee Retirement System (PERS) – Two choices: (<http://www.drs.wa.gov/>)*

- *PERS 2*
  - At retirement guaranteed a “Defined Benefit” (Pension) =  $2\% \times \text{SCY} \times \text{AFC}$  (SCY = Service Credit Years, AFC = Average Final Compensation).
  - Contribution rates of both employer and employee may vary over time.
  - Currently, employer contributes 9.53% of employee’s gross salary.
  - Employee contribution is currently 6.36% of gross salary.
- *PERS 3*
  - Has both a “Defined Benefit” (Pension) and a “Defined Contribution”.
  - Defined Benefit =  $1\% \times \text{SYC} \times \text{AFC}$  (similar to PERS 2).
  - Defined Benefit of PERS 3 is funded entirely by employer contributions.
  - Defined Contribution is based on the amount you contribute, and the performance of the investments chosen.