

Greater Columbia Behavioral Health BH-ASO Benefit List

The information listed below is based on regular full-time positions for GCBH employees. The items listed below are current but may be changed at any time based on the GCBH policy. Detailed information can be found in the GCBH Employee Handbook and/ or Policy and Procedures.

Mandatory Medical/Vision/Dental Coverage:

GCBH currently contributes \$1,610.00 per person towards benefits including Basic Life Insurance. The contribution usually covers 100% of medical/dental/vision/basic life for each employee depending upon which medical plan is chosen. Spouses and/or children are able to join all plans at different rates according to each plan. Open enrollment occurs every November for coverage beginning Jan 1st of each year. See attached for rates.

Medical

Premera Blue Cross:

200 Preferred Provider Option (PPO)
750 Preferred Provider Option (PPO)

Kaiser Permanente

Access PPO 500
Access PPO 1000

Dental

Delta Dental Service – Standard (Option 4)
Willamette Dental

Vision

Vision Service Standard Plan

Basic Life (Coverage \$24,000)

Standard Basic Term Life Insurance

The Standard Long Term Disability

The Standard Base Plan LTD – automatic with enrollment in medical plan

Washington State Public Employees Retirement Systems (PERS) Effective July 1, 2021 Payroll

Current employee contribution rate: PERS 1 is 6%

Current employer contribution rate: PERS 1 is 10.25%

Current employee contribution rate: 6.36% of Gross Salary (PERS 2)

Current employer contribution rate: 10.25% of Gross Salary (PERS 2)

Current employee contribution rate: 5.00%-15.00% (member's choice) of Gross Salary (PERS 3)

Current employer contribution rate: 10.25% of Gross Salary (PERS 3)

Voluntary Employee Benefit Programs:

- Standard Voluntary Term Life (\$50,000 guaranteed)
- Standard Voluntary Personal Accident Insurance
- The Standard Short Term Disability
- The Standard buy-up Long Term Disability
- AFLAC Accident and / or Cancer Insurance
- Metlife Accident and / or Cancer Insurance
- VEBA Voluntary Employees' Beneficiary Association Medical Expense Plan

Recognized Holidays:

- New Year's Day
- Martin Luther King, Jr. Day
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Veteran's Day
- Thanksgiving Days (2)
- Christmas Days (2)
- Floating Holiday (1) for use if employed for majority of the year.

Sick Leave: Accrual of 8 hours per month

Vacation: Accrued but not to be taken until after 6 months employment.

<u>Years of Service</u>	<u>Hour Per Month</u>
1-5	15
6-10	18
11-19	20
20 and over	22