

Grant County Employee Benefit Summary

Benefit	Description of Benefit	Eligibility
Annual Leave	1 st year = 12 days 2 nd year = 13 days 3 rd & 4 th year = 15 days 5 th – 9 th year = 17 days 10 th – 14 th year = 19 days 15 th + year = 22 days	Accrual starts date of hire; available for use first day of the month following initial 6 months of employment. When employee reaches their anniversary date, they will have accrued the amounts listed to the left per applicable year.
Sick Leave	8 hours for each full month worked.	Accrual starts date of hire; available for use within 30 days of hire.
Bereavement Leave	Up to 3 days paid leave for death of an immediate family member.	First day of employment. Full-time and Part-time employees regularly scheduled to work 80 or more hours per month.
11 Paid Holidays	New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving, Friday after Thanksgiving, Christmas Day and a Floating Holiday determined annually.	First Day of Employment. Full-time and qualifying part-time employees.
Longevity	\$11.72/month per year of service for a maximum of 20 years or 25 years for LEOFF (234.40/month)	1 year continuous service (PERS, PSERS) or after 5 years of continuous service (LEOFF) awarded on anniversary date. Longevity for part-time employees is prorated.
Mileage Reimbursement	.56 cents per mile reimbursement for reasonable expenses associated with work-related travel. All work-related travel is subject to prior approval by the elected official or department head. All out-of-state travel is subject to prior approval by the BOCC.	First day of employment.
Health Insurance Administered by Premera	Medical, Prescription and Vision coverage for Employees and Dependents.	First day of the month following initial 60 days of employment. Full-time and qualifying part-time employees.
Dental Insurance Administered by Delta Dental	Preventative, Basic, Major and Orthodontia coverage for Employees and Dependents.	First day of the month following initial 60 days of employment. Full-time and qualifying part-time employees.
Employee Assistance Program by APS Healthcare	Up to three (3) counseling sessions per incident per year for employees and their family members for any matters impacting overall quality of life activities and other personal problems that may be interfering with work and a 30 minute Legal or Financial Consultation.	First day of employment. Full-time and qualifying part-time employees.
County Sponsored Life & AD&D Insurance	Employee Life Insurance and AD&D at \$12,000, Spouse \$2000, Child \$1000.	First day of the month following initial 60 days of employment. Full-time and qualifying part-time employees.
Supplemental Life & AD&D Insurance	Employee sponsored life insurance/accidental death policy for employee and/or spouse, additional to county sponsored amounts.	First day of the month following initial 60 days of employment. Full-time and qualifying part-time employees.
Retirement in PERS, PSERS or LEOFF	Employees are required by Washington State to contribute a percentage of their "Compensation earnable" to the Department of Retirement Systems. Grant County also pays contributions that are based on a percentage of the employee's salary.	First Day of Employment. For positions working at least 5 months with at least 70 hours of compensation each month.
Quit For Life Program	This program is brought to you by the American Cancer Society. This program helps you create an easy-to-follow Quitting Plan that shows you how to get ready, take action, and live the rest of your life as a nonsmoker.	First Day of Employment. Full-time and qualifying part-time employees, their spouses and dependents over 18.
Flexible Spending Account (FSA) Section 125 Plan Discovery Benefits	Allows option of paying for reimbursable medical expenses (Up to \$2500 annually per individual) and Dependent Care medical expenses (Up to \$5,000 per annually per family unit) with pre-tax dollars.	First of the month following initial 60 days of employment. Full-time and qualifying part-time Employees.
Supplemental Retirement/Deferred Compensation (457 Plan)	Voluntary, tax-deferred long term savings through payroll deduction.	First day of month following employment, sign up through independent representatives: Edward Jones, First Investors, and Nationwide.
Supplemental American Family Life (AFLAC)	Supplemental Insurance coverage including cancer, intensive care, accident policies, and short-term disability purchased through payroll deduction.	First day of the month following initial 60 days of employment. Full-time and qualifying part-time employees.