



Employee Benefit Summary effective January 2023

Island Transit offers employees an excellent comprehensive benefits package, pension plan and more. Depending on your employment status, you could be eligible for the benefits outlined below. (The provisions of this benefit summary do not constitute an expressed or implied contract.)

Medical/Dental/Vision Insurance

Full-time status eligibility begins on the first day of the month following date of hire, or completion of training for employees and eligible dependents (spouse, partner, children). Medical is through Kaiser Permanente, vision is through VSP, and dental is through MetLife. Part-time employees working 20 or more hours per week are eligible for employee only coverage.

The monthly premium costs are shared between Island Transit and the employee with Island Transit contributing between 80% to 86% of the total premium, depending on coverage and plan. Island Transit covers 100% of the VSP premium for employees.

Life and Disability Insurance

Island Transit provides \$12,000 basic life insurance coverage for employees and \$1,000 basic life coverage for eligible dependents. Base long-term disability is part of the medical plan coverage. Additional supplemental life, AD&D, short-term and long-term disability insurances can be purchased by employees through payroll deductions.

Optional accident, disability, intensive care, and cancer insurance is available through AFLAC by payroll deduction.

Flexible Benefit Plans

Employees may participate in a Flexible Benefit plan for health care/dependent care reimbursements.

Retirement Plans

PERS Pension Plan - Employees are automatically enrolled in the Washington State Public Employees' Retirement System (PERS). The employee and employer contribute a percentage of income that begins at the start of employment.

457 Plan - Island Transit also offers a deferred compensation plan through MissionSquare and will match up to 6.2% of the employee's contribution. Employee contributions are not subject to federal income tax until they are withdrawn. Eligibility begins the first day of the month following date of hire, or completion of training.

Paid Vacation, Sick Leave and Holidays

Employees accrue up to 12 to 24 vacation days per year depending on full-time or part-time status as well as length of service. The maximum accrual limit is 240 hours in a calendar year.

Employees accrue up to 12 days of sick leave per year depending on date of eligibility and full-time or part-time status. There is no accrual limit for sick leave.

Employees leaving employment may be eligible to receive compensation for unused sick leave and vacation leave, determined by length of service.

Employees receive 11 paid holidays per year comprised of six (6) observed holidays and five (5) floating holidays per year, depending on date of eligibility. Observed holidays include New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day.

Bereavement Leave

Employees are eligible for up to five (5) days determined by your employment status and job classification.

Employee Assistance Program (EAP)

Island Transit provides an Employee Assistance Program available to all employees and their family members. Initial assessments, referral services and up to six (6) consultations are provided at no charge to the employee.

Job-Related Travel and Training Opportunities

Island Transit pays expenses for authorized job-related travel, transportation, meals, accommodations, and other job-related travel and training expenses.

Medicare Insurance

Employees and Island Transit share the cost of the federal hospital insurance tax (Medicare). IMPORTANT NOTE: Employees of Island Transit do not contribute to Social Security.

Worker's Compensation Insurance

Employees are covered under the Washington State Department of Labor and Industries Industrial Insurance Program for job-related accidents, illness and disease.

Optional Legal Plan

For a monthly fee, employees and their dependents have access to legal assistance for a wide range of personal legal matters.

Optional Identity Theft/Fraud Protection

Employees have the option to enroll in a digital security plan to help protect employees and their dependents from financial and identity fraud.