

EMPLOYEE FULL-TIME BENEFITS SUMMARY (January - December 2024)

Chelan PUD is self-insured and offers an extensive benefit packet administered through Premera Blue Cross. Benefits begin on the first day of the month following date of hire. Monthly premiums include **Medical, Dental, Basic Life and AD&D, Long-Term Disability and Long-Term Care** with rates as low as \$19.50.

	PPO Plan	Consumer Directed Health Plan (CDHP)
	In-network	In-network
Deductible	\$300/\$900	\$1,250/\$2,500
Coinsurance	80/20	80/20
Out of Pocket Maximum	\$1,300/\$3,900	\$3,300/\$6,600
	Includes deductible	Includes deductible
Provider Network	Premera PPO	Premera PPO
Physician	\$20 Copay	80/20 after deductible*
Hospital		
Inpatient	80/20 after deductible	80/20 after deductible
Emergency	\$50 Copay	80/20 after deductible
OP Surgery	80/20 after deductible	80/20 after deductible
Prescriptions	\$10/\$25/\$40 Copay	80/20 after deductible
Preventative Care	100%	100% (No deductible)
Chiropractic	\$20 Copay	80/20 after deductible
Vision Exam	1 exam per year \$20 Copay	1 exam per year 80/20 after deductible
Vision Hardware (every 2 years)	\$300.00	\$300.00
Employee Monthly Contribution for Medical & Dental	\$160.96*	\$0*
Employee Monthly Contribution for Long-Term Disability	\$19.50	\$19.50
Total Employee Monthly Contribution	\$180.46*	\$19.50*

*Monthly premium includes all bolded benefits listed above (for all eligible family members covered under plan). Part-time benefit costs may differ.

DENTAL - *Delta Dental of Washington* (\$50/\$150 deductible per year); 100% exams, cleaning, x-rays, sealants up to age 15 (deductible does not apply); 90% (Preferred Provider)/80% (Non-Preferred Provider)/ fillings, extractions, oral surgery, root canals, periodontal treatment and 70% crowns, inlays and onlays, dentures, bridges, partials.

HRAVEBA - Employer provided pre-tax contributions to an HRAVEBA investment account which may be used to reimburse participants for qualifying healthcare costs, tax-free. The funds are 100% vested at the time of contribution and can be accessed both during and after separation from employment with the District.

- All employees enrolled in the CDHP receive an annual \$1,250 contribution.
- All benefit eligible employees receive \$200/month.

LIFE INSURANCE - Basic Term Life Insurance provided by Chelan PUD at 100% of employee's straight time annualized earnings rounded to the next higher \$1,000. Minimum \$22,000/Maximum \$400,000. Optional additional employee supplemental life is available for purchase in 1x, 2x, 3x, or 4x salary increments up to \$250,000 without evidence of insurability (EOI), and up to \$700,000 with EOI. Optional spousal and dependent supplemental life are also available.

LONG TERM CARE - Provided by Chelan PUD (benefit duration: \$48,000 for 2 years)

- Long term care facility monthly benefit amount: \$2,000
- Assisted living facility benefit percentage: 60%
- Professional home care benefit percent: Based on 50% of the LTC facility monthly amount

SHORT-TERM DISABILITY - Provided by Chelan PUD (benefit duration: 180 days, including the elimination period)

- 70% income replacement after the first 40-hour elimination period.
- Employees may use PL to satisfy the elimination period.
- Employees may use PL to 'top up' to 100% of regular base pay while using STD.

LONG-TERM DISABILITY - Provided by Chelan PUD at 60% of annualized earnings.

- LTD Option 1 offers a 60% benefit, up to \$5,000 per month (\$60k per year) for \$19.50/month
- LTD Option 2 offers a 66.67% benefit up to \$7,500 per month (\$90k per year) for \$35.92/month.

FLEXIBLE SPENDING ACCOUNTS - Tax-free employee contributions for health insurance premiums, reimbursable medical costs, dependent care costs and State medical aid. The tax savings to participants can easily exceed 25% of applicable contributions. Medical expenses cannot exceed \$3,200 and childcare expenses are limited to \$5,000.

HOLIDAYS - Three floating holidays (when hired before 10/1) and eight scheduled holidays per year.

PERSONAL LEAVE - Personal leave (paid time off for rest/recreation, illness, injury, childcare, bereavement, personal business, or other approved absences) accrues at the rate of 21 days per year (8 hours per day) during the 1st through 5th years of employment, increasing to 27 days/year 6-10 years, and then increasing annually with a maximum accrual rate of 35 days per year after 25 years of service.

RETIREMENT - Regular full-time employees of the District are members of the Washington State Public Employees' Retirement System (PERS 2 or PERS 3). Retirement accounts are funded by both Chelan PUD and the employee. The District also participates in Social Security.

DEFERRED COMPENSATION

Employee 457(b) - Employees have the option to participate in a deferred compensation plan. The 2024 maximum contribution limit is \$23,000 for employees under age 50, and \$30,500 for ages 50+. Contributions are allocated to investment options of the employee's choice. Withdrawals are allowed only at time of financial hardship, separation of service, disability, or death of participant. Employees may also elect to defer paid leave into the 457 plan.

Employer 401(a) Match - Chelan PUD matches employee contributions to the 457 plan and places those match dollars in a 401(a) account. The match amount is 50% (or \$.50 on the dollar) up to a maximum of 5% of the employee's annual base salary. Similar to the 457 plan, contributions are allocated to investment options of the employee's choice. Any paid leave deferred into the 457 plan is not matched.