

Welcome to

# Island Health



## Leadership Benefits Guide

We are excited to present our comprehensive benefits package, including medical, dental and vision coverage, life & AD&D insurance, long-term disability, long-term care, flexible spending accounts, retirement and deferred compensation plans, tuition assistance, paid time off and more!

Island Health offers benefits through the Washington State Health Care Authority's Public Employees Benefits Board. Through PEBB, you can choose from a variety of healthcare plans.

### Participation

Eligible employees can participate in benefit plans on the first day of the month following 60 days of employment, with the exception of our deferred compensation plan which begins immediately after employment. Your level of benefits will vary according to your assigned FTE (Full-Time Equivalent), or hours worked per week.

### Enrollment & Support

Human Resources staff are available to help you through the enrollment process and beyond. Contact Lawanda Hampton at 360.299.4284 (x4284) or [Lawanda.Hampton@islandhospital.org](mailto:Lawanda.Hampton@islandhospital.org) for assistance.

Specific plan information can be found online at

<https://www.hca.wa.gov/employee-retiree-benefits/public-employees>.



# 2025

### Contact Information

Kaiser Permanente of WA	866.648.1928
Kaiser Permanente of WA CDHP/HSA	877.873.8823
Uniform Medical Plans	888.849.3681
Uniform Medical CDHP/HSA	844.351.6853
DeltaCare	800.650.1583
Uniform Dental	800.537.3406
Willamette Dental	855.433.6825
Davis Vision by MetLife	888-496-4275
MetLife Vision	866-548-7139
EyeMed Vision	800-699-0993
Employee Assistance Program	800.467.5283
Retirement: Corebridge Financial	Lisa Turner, CFS
<a href="mailto:Lisa.turner@corebridgefinancial.com">Lisa.turner@corebridgefinancial.com</a>	425.977.5283

### Island Health Human Resources

Main x4285 or 360.299.4285

# Benefit Eligibility

Benefit	Full & Part Time 0.6-1.0 FTE
Medical, Dental & Vision Benefits	Eligible first day of the month following 60 days of employment
Life and Accidental Death & Dismemberment (AD&D)	Eligible at employer's expense One time annual salary for Life and one time annual salary for AD&D
Long Term Disability (LTD)	Eligible at employer's expense 60% of monthly earnings (\$6,000 per month maximum benefit) after a 90-day waiting period
Long Term Care (LTC)	Eligible at employer's expense \$2,000 per month for 3 years Long Term Care facility or 50% Professional Home and Community Care
Additional Supplemental Life, AD&D, LTD, LTC, and AFLAC Buy-up Options	Eligible at employee's expense
401(a) Retirement Plan	Eligible first January 1 or July 1 after 18 months of employment
Deferred Compensation 403(b), Roth 403 and 457	Eligible immediately
Flexible Spending Accounts	Eligible
Paid Time Off & Extended Illness Benefit	Eligible Available for use after 90 days
Paid Personal Days (2 for Supervisors & 3 for SLT, Directors & Managers)	The personal holiday is a paid leave day that can be used at a time mutually agreeable to both the employee and the supervisor. Paid personal holidays are not cumulative. Unused days at the end of the year will be forfeited. Personal holidays may not be donated or cashed out. Normal leave request procedures shall be followed.
Bereavement Leave	Eligible immediately for 4-5 days of pay for any scheduled work day for qualifying family members
Educational Leave*	Eligible after 12 months of employment Leave of Absence for up to 1 year for job-related, pre-approved programs
Jury Duty Pay	Eligible immediately for any scheduled days of work missed
Student Loan Repayment	Refer to Employment Contract
Tuition Reimbursement*	Eligible after 12 months of employment
Employee Assistance Program (EAP)	Eligible—confidential services for employees and family www.FirstChoiceEAP.com    Username: islandhealthcap 1 (800) 467.5281
529 College Savings Plan	Eligible * direct bill

# PEBB: Medical Insurance & Base Benefits

Available to employees assigned Full-Time (.5 FTE and above)

## Medical Insurance

Choose from several plans offered by PEBB. Qualified dependents can be enrolled at your own expense. Medical insurance can be waived if desired.

### Kaiser Permanente

- WA Value
- WA Classic
- WA CDHP\*

### Uniform Medical

- Classic
- Select\*
- Plus
- CDHP\*

\*Island Health pays 100% of employee's monthly premium for employees assigned 0.6 FTE and higher, and 50% for those assigned 0.5 to 0.59 FTE. Qualified dependents can be enrolled at your own expense.

## Base Benefits

Base benefits for leadership positions include dental, life, AD&D, long term care and long-term disability insurance. A "leader" is defined as an Advanced Practice Clinician (APC), Manager, Director or a member of the Senior Leadership Team.

### Dental Insurance

Choose from Uniform Dental, DeltaCare, and Willamette dental insurance for you and your qualified dependents—at no additional cost to you.

### Vision Insurance

Choose from Davis Vision, MetLife, and EyeMed vision insurance for you and your qualified dependents—at no additional cost to you.

### Life & AD&D Insurance

All employees receive PEBB basic level life insurance of \$35,000 plus \$5,000 in Accidental Death and Dismemberment. This coverage can be increased for a small premium.

Leadership receives additional Life and AD&D insurance through UNUM at one time annual salary for Life and one time annual salary for AD&D.

### Long-Term Disability

PEBB provides basic level long-term disability with a maximum monthly benefit of \$240 with a 90-day waiting period. All employees will be automatically enrolled in employee-paid coverage unless you choose to waive this coverage.

Leadership receives employer-paid LTD through UNUM which offers 60% of monthly earnings (\$10,000 per month maximum benefit).

### Long-Term Care (LTC)

Leadership receives employer-paid LTC through UNUM at \$2,000 per month for 3 years Long Term Care facility or 50% Professional Home and Community Care. Additional buy-up options are available at employee's expense.

## Retirement

Corebridge Financial provides Island Health with deferred compensation and retirement plan options with convenient, automatic contributions by salary deduction.

### Deferred Compensation 403(b), Roth 403(b), 457(b) & Roth 457(b)

Similar to a 401(k), Deferred Compensation plans provide retirement savings and employees are eligible immediately upon employment.

### 401(a) Retirement Plan

Eligible first January 1 or July 1 after 18 months of employment, Island Health will contribute to a 401(a) retirement plan if you participate in the 403(b) or Roth 403 plan. The employee must contribute at least 5% of their compensation in order to receive employer contribution of 6.1% - 6.5%.

After 18 months of employment, Island Health will contribute into a 401(a) retirement plan if you participate in the 403(b) or Roth 403 plan. The employee must contribute at least 5% of their compensation in order to receive employer contribution of 6.1% - 6.5%.

\*Upon immediate hire, you may contribute to the 403b plan. Per the IRS, the limit is \$23,500 for 2025. If you max out the 403b plan, you may contribute up to another \$23,500 into the 457(b), for a \$46,000 total contribution on your own behalf. This excludes the additional 6.1% contributed by the hospital

# 2025 Monthly Rates

## Medical Insurance—Full Time (.6 FTE and above)

Plan	Employee Only	Employee & Spouse	Employee & Children	Full Family
Uniform Medical—Classic	\$50.60	\$528.11	\$408.73	\$886.24
Uniform Medical—Select	\$0.00	\$426.91	\$320.18	\$747.09
Uniform Medical—CDHP	\$0.00	\$421.00	\$325.68	\$706.99
UMP Plus—UW Med ACN	\$75.46	\$1,004.72	\$772.40	\$1,701.66
Kaiser—Classic	\$45.48	\$517.86	\$399.76	\$872.15
Kaiser—Value	\$35.76	\$498.42	\$382.75	\$845.42
Kaiser—CDHP	\$0.00	\$399.95	\$307.26	\$678.04

## Paid Time Off (PTO) & Extended Illness Benefit (EIB)

A leader earns Paid Time Off and Extended illness (PTO/EIB) Leave according to the following schedules. Accrual rate changes occur on the anniversary date. Any person promoted from a non-management position into a management position is credited with the years he/she served in the former position(s).

### Paid Time Off (PTO)

Holidays, vacations, short-term illness: PTO benefits are accrued according to the years of employment at Island Health and is prorated for employees working less than 40 hours per week.

### Extended Illness Benefit (EIB)

Paid time off for an employee's own longer term illness or that of a family member: Full-time employees earn 4 hours each month (48 hours/year) with a maximum accumulation of 520 hours. Those working less than 470 hours per year accrue a pro-rated amount. The accrual rate is 0.02308.

Years of Employment	APC, Managers, Directors, and Senior Leadership Team	Years of Employment	Supervisors Earned PTO Hours
0-3 years	188 hours	0-3 years	164 hours
4-5 years	228 hours	4-5 years	204 hours
6-7 years	244 hours	6-7 years	212 hours
8-9 years	252 hours	8-9 years	220 hours
10-11 years	276 hours	10-14 years	244 hours
12+ years	308 hours	15-16 years	268 hours
		17-20 years	276 hours
		21+ years	284 hours