Island Transit Employee Benefit Summary

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

**Medical/Dental Insurance**  
Benefits begin on the first day of the month following eligibility date for employees and eligible dependents (spouse, significant other and children) through Kaiser Permanente medical and MetLife dental.  
Part time represented employees are eligible for employee only medical/dental coverage.

The monthly premium contribution is split between Island Transit and the employee depending upon the selected plan. Health insurance premiums are pre-tax payroll deductions.

**Life Insurance**  
Island Transit provides $12,000 basic life insurance coverage provided through Washington Counties Insurance Fund (WCIF). Supplemental life and AD&D insurance can be purchased by employees through payroll deduction.

**AFLAC Supplemental Insurance**  
Optional accident, disability, intensive care and cancer supplemental insurance is available by payroll deduction and paid by the employee.

**Flexible Benefit Plan**  
Employees may participate in a flexible health care reimbursement account to pay for out-of-pocket health or dependent care expenses.

**Employee Assistance Program (EAP)**  
Island Transit provides an Employee Assistance Program for all employees. Initial assessment and referral services are provided at no cost to the employee.

**Job-Related Travel and Training Opportunities**  
Island Transit pays expenses for authorized job-related travel, transportation, meals, lodging and other job-related travel and training expenses.

**Retirement Plan through the Washington State Public Employees’ Retirement System (PERS)**  
Employee and employer contributions are required at start of employment.

**457 Deferred Compensation Plan**  
Island Transit offers a deferred compensation plan through ICMA and will match up to 6.2% of the employee contribution. Employee contributions are not subject to federal income tax until withdrawn.
**Paid Vacation and Holidays**
Employees accrue 12 to 24 vacation days per year determined by date of eligibility and length of service. The maximum accrual limit is 240 hours.
Employees accrue up to 12 days of sick leave per year depending upon date of eligibility. Employees leaving employment may be eligible to receive compensation for unused sick leave determined by length of service.

Employees receive 11 paid holidays (6 observed holidays include: New Year’s Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day and 5 floating holidays) per year depending upon date of eligibility.

Up to 5 days of paid bereavement leave determined by employment status.

**Medicare Insurance**
Employees and Island Transit share the cost (currently 1.45% for each) of the federal hospital insurance tax (Medicare).
**IMPORTANT NOTE:** Island Transit employees 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.