

Employee Benefits Highlights



A quick overview of key 2026 benefits for eligible employees and their families. SSHD pays 100% of the employee premium for medical and dental coverage and 80% of premiums for dependents, spouses, and domestic partners. Entrance into the medical and dental plans occurs on the first of the month following date of hire, unless date of hire is the first day of the month, in which case eligibility is date of hire.

Medical Coverage

The KP Gold Access PPO 600 LX plan offers broad provider choice through the Access PPO network. In-network benefits include a \$600 individual deductible, \$1,200 family deductible, \$6,500 individual out-of-pocket maximum, preventive care at no charge, primary care visits for \$25, specialty visits for \$50, urgent care for \$50, and adult optical hardware with a \$100 annual allowance.

Dental Coverage

Dental coverage is available through Delta Dental of Washington. The Standard Family plan includes pediatric and adult coverage, with preventive services covered at 100%, restorative services covered at 80%, and major services covered at 50%. Pediatric members have no annual maximum, while adult members have a \$1,500 annual plan maximum. Adults with qualifying conditions such as pregnancy, heart disease, or diabetes may also receive an extra cleaning and exam each year at no additional charge.

Paid Time Off

SSHD offers flexible paid time off that can be used for vacation, illness, appointments, and personal needs. Eligible employees working 20 or more hours per week accrue PTO based on scheduled hours and length of service. Full-time employees in their first year accrue 192 hours per year and may carry over up to 160 hours from one calendar year to the next.

Paid Holidays

Full-time employees receive paid holidays including New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the day after Thanksgiving, Christmas Eve, Christmas Day, and a half day on New Year's Eve.

Childcare Reimbursement

If an employee is required to work outside normal scheduled hours, SSHD may reimburse reasonable childcare expenses directly tied to that after-hours work. For full-time employees, the reimbursement is capped at \$170 per event or day, with part-time employees receiving prorated caps. Requests should be approved in advance when possible and submitted with receipts or other reasonable documentation.

Retirement Plan

Eligible employees have a one-time choice within their first 90 days between PERS Plan 2 and PERS Plan 3. Plan 2 is a traditional pension with employee and employer contributions and a guaranteed lifetime monthly benefit after vesting. Plan 3 combines a smaller guaranteed pension with a personal investment account, offering more individual control over retirement savings.

This flyer is a general overview for informational purposes. Official plan documents, benefit booklets, and SSHD policies govern eligibility and benefit details.