



Benefit Summary Non-Represented Employees



Health Benefits

Health Benefit Premiums

The Port pays 100% of health benefit premiums for you and your eligible dependents.

Initial Eligibility

You will become eligible for health benefits on the first of the month concurrent with or following your hire date. See the following examples:

Hire Date	Benefit Eligibility Date
June 1	June 1
June 2	July 1

Receiving Services

Medical and prescription: You will receive a benefit card for these services at your address of record. Please present this card when you receive medical or prescription services.

Dental: You will receive a separate benefit card for this benefit.

Vision: Please note that we use your **employee identification number**, rather than your social security number, to access services under the vision plan.

Medical Plan

The Port's medical plan is a Preferred Provider Organization plan (PPO) administered by First Choice Health Administrators (877-572-0981). Please visit www.fchn.com to find a participating service provider.

The following table highlights some of the benefits our plan offers (when using a Preferred Provider):

Service	Co-Pay	Coverage
Office Visit	\$15	100%
Emergency Room	\$75*	100%
Inpatient Hospital	\$0	90%

*Waived if admitted

Health Benefits (Continued)

Prescription Plan

Our prescription plan is administered by Express Scripts (877-510-1011). The following tables highlight the benefits under this plan:

Retail Pharmacy (30 Day Supply):

Generic	\$10
Preferred	\$20
Non-Preferred	\$40

Mail Order (90 Day Supply):

Generic	\$20
Preferred	\$40
Non-Preferred	\$80

Dental Plan

Our dental plan is insured by Delta Dental (800-554-1907)/
<https://www.deltadentalwa.com/> . The following table highlights this plan's benefits:

Service	Coverage
Class 1 (Preventive)	100%*
Class 2 (Basic and Restorative)	85%*
Class 3 (Major and Prosthetics)	60%*
Class 4 (Orthodontia)	50%*,**

* Of Usual, Customary and Reasonable Charges

** \$1000 maximum lifetime benefit

The maximum calendar year benefit is \$2500 per participant. You must elect medical to be eligible for dental coverage.

Vision Plan

Our vision plan is administered by VSP (800-877-7195). Following are the highlights of this plan:

Service	Frequency
Vision Exam	Annually
Prescription Lenses	Annually
Frame allowance	Bi-Annually

You must elect medical to be eligible for vision coverage.

VEBA & Flexible Spending Arrangements

Plan Overview

The VEBA and the Flexible Spending Arrangement (FSA) accounts can be used to reimburse eligible health care expenses for you and your eligible dependent(s). The matrix on the next page compares the differences between these two types of plans.

The Port offers two separate VEBA accounts and both are 100% funded by the Port. HRAVEBA is the plan administrator for both VEBAs.

The FSA is funded with employee pre-tax dollars. In addition to health care expenses, employees may elect to contribute to this account for reimbursement of dependent care expenses. This plan is administered by Navia.

VEBA

The Port makes a monthly contribution of \$75.00 for eligible employees. There is no vesting period, and you can access the funds for eligible expenses at any time.

VEBA 5

**Employees hired prior to
4/1/2013 only**

This VEBA is closed to new employees effective April 1, 2013. The Port makes a monthly contribution of \$296.81. The monthly contribution is adjusted annually based on CPI-U.

The VEBA 5 has a 5-year vesting period. You will not have access to the funds until you are vested. If your employment with the Port ends prior to completing the vesting period, you will not have access to these funds.

Flexible Spending Arrangement

The FSA enables employees to contribute pre-tax dollars to be used for eligible out-of-pocket health care expenses (up to \$3,300/year) and/or for qualifying dependent care expense (up to \$5,000/year).

Employees may elect to enroll at their time of hire, after a qualifying event, and/or during open enrollment each year.

VEBA & Flexible Spending Arrangements (continued)

Benefit Comparison

	VEBA	VEBA 5 (Eligibility: employees hired before 4/1/13)	Flexible Spending Account
What can account be used for?	Eligible out-of-pocket health care expenses	Eligible out-of-pocket health care expenses and/or eligible dependent care expenses	
Who contributes to this account?	Port		Employee
How much is contributed?	\$75.00/month	\$307.79/month	Employee election
When are contributions made?	Each month eligible employee is covered under active employee health benefits		Each pay period
How much can I contribute?	Not applicable		Health care: \$3,300/plan yr. Dependent care: \$5,000/plan yr.
What is the vesting period?	Not applicable	5 years	Not applicable
Who administers this plan?	HRAVEBA (888-659-8828)		Navia (800-669-3539)

Retirement and Investment Plans

Overview

Employees working in eligible positions become members of the Public Employees' Retirement System ("PERS"), which is managed by the Washington State Department of Retirement Systems (800-547-6657).

Port employees may also elect to make contributions to the 457 deferred compensation program administered by MissionSquare (800-669-7400).

The benefit matrix on the next page compares these benefits.

Public Employees' Retirement System ("PERS")

Employees have 90 days from their hire date to choose between PERS 2 and PERS 3. PERS 2 is a defined benefit program. PERS 3 has both a defined benefit and a defined contribution component.

Both the Port and employees make contributions to these plans. The benefit matrix on the next page identifies the current contribution rates.

457 Deferred Compensation

The 457 Deferred Compensation Plan is a supplemental retirement savings program that allows you to make contributions. The maximum annual contributions are included in the benefit matrix on the next page.

Retirement and Investment Plans (continued)

Plan Comparison

	Department of Retirement Systems		ICMARC
	PERS 2	PERS 3	457
Mandatory/Voluntary	Mandatory (Choose PERS 2 or 3)		Voluntary
Employee Contribution	5.38%*		Employee Elects
Contribution Choices	None (see contribution percentage above)	Elect one of seven contribution levels (range from 5% to 15%)	Contribute any percentage or dollar amount
Employer Contribution	5.58%*		None
Maximum Annual Contribution	Not applicable		Regular: \$23,500 (2025) Age 50 catch-up: \$31,000 (2025) Pre-Retirement: See Catch-Up Form
Enrollment	Employees have 90 days from their hire date to choose between PERS 2 and PERS 3**		At any time
Defined Benefit***	Yes	Yes (Employer contribution only)	No
Defined Benefit Calculation	2% x Service Credit Years x Average Final Compensation	1% x Service Credit Years x Average Final Compensation	Not applicable
Eligibility to Receive Regular Defined Benefit (Service Credit Years = "SCY")	Age 65 or older with at least 5 SCY	Age 65 or older with at least 10 SCY; or Age 65 or older with 5 SCY if at least 12 of those months were earned after age 44.	Not applicable
Eligibility to Receive Actuarially Reduced Defined Benefit	Age 55 or older with at least 30 SCY	Age 55 or older with at least 10 SCY	Not applicable
Defined Contribution****	No	Yes (Employee contribution only)	Yes
Irrevocable Election	Yes (plan choice)	Yes (both plan choice & contribution level)	No
Loan available	No		Yes
Options at Separation of Service	Leave contributions in plan; or withdraw (employee contributions only); or rollover (employee contributions only)		Receive periodic payments; or rollover to VantagePoint Traditional IRA; or purchase a retirement annuity; or receive lump sum payments
Penalty for early withdrawal	Not applicable. (Please see "Eligibility to Receive Actuarially Reduced Defined Benefit" Above)		No penalty

* Effective July 1, 2025. Employee and employer contributions fluctuate periodically (The State Actuary evaluates the plans each year. In odd-numbered years, the data is used to recommend employee contribution rate adjustments (if any) to the Pension Funding Council).

** Unless employee has previous PERS service, employee has 90 days to choose between PERS 2 and PERS 3. Until a decision is made, the employee will be reported as a PERS 2 member. If no election is made within 90 days of hire, the employee will be irrevocably enrolled in the PERS 2 plan.

*** A defined benefit plan provides benefits based on a formula (See defined benefit calculation above).

**** A defined contribution plan allows participant to make fixed contributions into an individual account. The contributions are invested, and the individual's accounts are adjusted by the returns on investment (positive or negative).

Salary Protection

Overview

The Port offers the following death and disability benefits. These programs are administered by Symetra: 800-796-3872.

Life & AD&D Insurance

The Port pays 100% of the premium for a life and Accidental Death and Disability (AD&D) insurance program that provides coverage equivalent to the eligible employee's annual salary. The minimum coverage is \$50,000 and the maximum is \$100,000.

Supplemental Life

Supplemental life and AD&D insurance is an employee paid benefit and is available at the following guaranteed and maximum issues.

Participant	Guaranteed*	Maximum
Employee	\$100,000	5 x salary or \$500k
Spouse	\$30,000	\$100k
Child	\$10,000	\$10k**

* Coverage above the guaranteed issue require evidence of good health

** Maximum for children between ages 15 days and 6 months is \$100

Rates per \$1,000 of coverage:

Employee/Spouse:

Age	<30	30-34	35-39	40-44	45-49
Rate	0.06	0.08	0.10	0.15	0.25

Age	50-54	55-59	60-64	65-69	70-74	75+
Rate	0.41	0.66	0.88	1.39	2.43	4.25

Child(ren): Flat rate of \$0.063 per \$1,000 of coverage.

Salary Protection (continued)

Long Term Disability

The Port pays 100% of the premium for a long-term disability insurance program. This insurance program provides a benefit up to 66 2/3% of salary (maximum: \$10,000/month) after the first 3 consecutive months ("elimination period") of a continuous disability period. Employees may buy-up to a shorter elimination period at the premiums below:

2 Month Elimination Period (per \$100 of monthly base wage)

Age	< 25	25-29	30-34	35-39	40-44
Rate	\$0.06	\$0.11	\$0.14	\$0.18	\$0.30

Age	45-49	50-54	55-59	60-64	65+
Rate	\$0.50	\$0.69	\$0.85	\$0.82	\$0.80

1 Month Elimination Period (per \$100 of monthly base wage)

Age	< 25	25-29	30-34	35-39	40-44
Rate	\$0.16	\$0.27	\$0.33	\$0.45	\$0.76

Age	45-49	50-54	55-59	60-64	65+
Rate	\$1.27	\$1.74	\$2.12	\$2.07	\$2.01

Example: Employee, who earns \$90,000/year (\$7,500/month), is 40 years old and wishes to buy-up to a 2-month elimination plan:

$$\$ 7500/100 \times \$0.50 = \$37.50/\text{month}$$

Premiums are paid on the first paycheck of each month, for that month's coverage.

Employees who do not elect coverage when they are initially eligible must go through a medical review and Symetra may deny coverage.

Leave Benefits

Vacation

Annual vacation accruals are shown in the following table:

Years of Service	Grade PR1 – PR2	Grade PR3 – PR4	Grade PR5+
1	15	17	20
2	17	17	20
3	17	20	20
4	17	20	20
5-9	20	20	20
10-14	23	23	23
15-17	25	25	25
18-19	27	27	27
20+	30	30	30

Employees may use accrued vacation after completing three months of Port service.

Vacation accrual will be capped at 240 hours at the end of each calendar year. Vacation hours in excess of 240 hours will not be cashed out.

Holiday

The Port recognizes the following 12 Port holidays:

New Year's Day	Labor Day
Martin Luther King Day	Veterans Day
Presidents' Day	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Juneteenth	Christmas Eve Day
Independence Day	Christmas Day

Sick Leave

Eligible employees accrue sick leave each month of service. The total annual accrual is 8 days. Sick leave may be used for absences due to illness or injury of the employee or the employee's immediate family, health related appointments, and when there is a death in the employee's immediate family (up to 4 days).

Hours accrued over 240 will be cashed out annually at 25% for employees hired on or after September 1, 2003, and after five years of eligible service for employees hired after January 1, 2020.

Paid Parental Leave

After successful completion of the probationary period, employees are eligible for up to 4 weeks of paid parental leave, to be used in one consecutive block of time, after a child's birth or placement for adoption or foster care.

Bereavement Leave

Employees may receive up to three days of paid bereavement leave after the death of an immediate family member.

This summary provides an overview of the benefits offered, is provided for illustrative purposes, is not a contract and in no way changes or affects the policies as actually issued. Only the insurance policies issued to the Port can fully describe all provisions, terms, conditions, limitations, and exclusions of the benefit plans. In the event of any difference between this Benefit Summary and the insurance policies, the terms of the insurance policies prevail.