

2025 WHATCOM TRANSPORTATION AUTHORITY EMPLOYEE BENEFITS

(REPRESENTED)

WTA offers an excellent and comprehensive benefit program, including medical, dental and vision coverage for employees and eligible dependents. The package includes generous paid leave provisions. WTA employees participate in the Washington State Retirement System with joint contributions by WTA and the employees.

Health Benefits

Full Time Regular Employees and

Trainees: Health benefits for employees and their eligible family members begin the first of the month after employment starts. Employee premium contributions range from zero to \$295.00 per month depending upon family size and the medical plan selected.

	Kaiser 200	Kaiser Access PPO	Regence 250	Kaiser HDHP	Regence HDHP
Employee Only	\$65	\$95	\$135	\$0	\$0
Employee & Spouse	\$135	\$165	\$260	\$65	\$65
Employee & Child	\$100	\$130	\$195	\$30	\$30
Employee & Children	\$100	\$130	\$195	\$30	\$30
Employee, Spouse & Child	\$170	\$200	\$310	\$90	\$90
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Dental Plan Washington Delta Dental premiums covered in full by WTA. The annual coverage limit is \$2,000 per person. Class I & II benefits, reimbursement 100%-70%. Class III reimbursement is 50%.

Vision Service Plan – VSP Premiums covered in full by WTA. Exam covered in full every 12 months. Prescription glasses covered every 24 months or contacts covered every 24 months.

Wellness Program. For employees and spouses enrolled on our medical plan, the wellness program is voluntary, and incentive based with the intention to provide WTA employees and their spouses with tools for achieving and maintaining good health.

Employee Assistance Program. Up to three free, confidential visits per issue to help employees and their families resolve problems that affect their personal lives and job performance.

Flexible Spending Account. Allows employees an opportunity to annually defer pre-tax income into an account to pay uncovered health expenses or dependent care costs.

Life Insurance. Fully paid \$25,000 life insurance policy for Full-time employees.

Annual Bus Pass. For employees and their eligible dependents.

Retirement Benefits

PERS: All eligible employees join the State of Washington's Department of Retirement Systems PERS pension plan. Plan requires employer and employee contributions. New PERS plan enrollees must elect to join PERS Plan 2 or 3 during their first 90 days of employment.

Deferred Compensation Program, including a Roth option: Employees will be able to choose between pretax and Roth contributions, or a combination of both when saving through DCP. Pretax contributions are made before taxes, and tax is due on withdrawn amounts. Roth allows employees to contribute using taxed income, which allows the withdrawals to be tax-free if the Roth balance has remained in the account for five years.

Years of Service	Vacation Rates of Accrual (Includes Floating Holiday)
0-1	21 days/year, 14.00 hours/month
1-2	21 days/year, 14.00 hours/month
2-3	22 days/year, 14.67 hours/month
3-4	23 days/year, 15.33 hours/month
4-5	23 days/year, 15.33 hours/month
5-6	24 days/year, 16.00 hours/month
6-7	25 days/year, 16.67 hours/month
7-9	26 days/year, 17.33 hours/month
9-11	27 days/year, 18.00 hours/month
11-12	28 days/year, 18.67 hours/month
12-13	29 days/year, 19.33 hours/month
13-14	30 days/year, 20.00 hours/month
14-15	31 days/year, 20.67 hours/month
15-17	31 days/year, 20.67 hours/month
17-19	32 days/year, 21.33 hours/month
Over 19	34 days/year, 22.67 hours/month

PAID HOLIDAYS *	HOURS
New Year's Day	8
Memorial Day	8
Independence Day	8
Labor Day	8
Thanksgiving	8
Christmas	8
* Other traditional holidays are workdays	

UNION ELIGIBLE

Employees in this job classification may join the union after hire.