



HASCO Benefits Overview

Medical Benefits:

Benefit plans are provided through the WA State Health Care Authority/Public Employee Benefits Board (PEBB). Medical benefits are available the first of the month following the start of employment with HASCO.

- Medical - Employee pays 10% and HASCO pays 90% of the monthly premium. Spousal and tobacco surcharges may apply. You can enroll eligible dependents.
- Dental and Vision – HASCO pays 100% of premiums. You can enroll eligible dependents at no additional cost.
- Life and Accidental Death & Dismemberment – HASCO pays 100% of employee Basic Life premium. Supplemental coverage is available at employee cost.
- Basic Long-Term Disability (LTD) – HASCO pays 100% of the employee Basic LTD premium. Supplemental coverage is available, at employee cost.
- Aflac Supplemental Insurance – several plans available; at employee cost.

Retirement Benefits:

- Retirement benefits are through WA Department of Retirement/Public Employee Retirement System (PERS). Both the employee and HASCO contribute to the selected plan. There are two plans available with differing options.
- 457 Deferred Compensation plans are available, employee paid.

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Leave Benefits:

PTO:

- 16 hrs/year – non-exempt employees
- 40 hrs/year – exempt employees

Annual Leave:

- Accrued for every hour worked. Four weeks accrued during the first year. Accrual rate increases over time.

Holidays:

- 11 paid holidays
- 1 floating holiday available all year
- 1 floating holiday available only in December
- 1 floating holiday week available upon passing of probationary period

Other benefits:

- Tuition Reimbursement
- Flexible Schedules
- Training and development opportunities
- Ability to make-up time for partial day absences (non-exempt)
- 40 hours of Parental Leave
- Bereavement Leave
- Jury Duty Leave
- Employee Assistance Program (EAP) through Ulliance – employer-paid

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