



Summary of Employee Benefits

Medical

- Calendar year employee deductible at \$250; family at \$750
- Virginia Mason/Group Health network coverage at 80%; out-of-network coverage at 70%
- Annual out-of-pocket limit of \$2,000; \$6,000 per family
- First four (4) office visits are co-pay only
- Employee only deduction of \$31.00 per paycheck (includes dental and vision); pre-tax
- Additional family member coverage is available at employee expense

Dental

- Washington Dental Service preferred provider network (through Group Health)
- Preventive care paid in full; no deductible
- Calendar year employee deductible at \$50; family at \$150
- Annual maximum of \$1,500
- Restorative care at 80% coverage; major care at 50% coverage

Vision

- Eye exam covered once every 12 months in-network at \$20 co-pay, deductible and coinsurance waived
- Hardware benefit of \$250 in any 24 consecutive month period

Life Insurance (plus AD&D)

- Employee only coverage of \$10,000 and \$10,000 for AD&D
- FareStart pays full coverage

Short-term Disability

- Benefit pays 60% of pre-disability salary; \$750 weekly maximum
- Fifteen-day (15) waiting period
- FareStart pays full coverage

Long-term Disability

- Benefit pays 60% of pre-disability salary; \$5,000 monthly maximum
- Ninety-day (90) waiting period
- FareStart pays full coverage

Employer-sponsored Individual Retirement Account (IRA)

- Roth or Traditional IRA through American Funds
- \$12.50 minimum contribution per paycheck; \$5,000 maximum contribution annually
- Schedule appt. with William West, william.west@farestart.org, 206.787.1506

COBRA

- Employee allowed 60 days post-termination to elect to continue purchasing health coverage
- Health coverage offered at same rate as FareStart sponsored plan for 18 months

ORCA pass

- Valid on all King County Metro Transit, Community Transit, Everett Transit, Kitsap Transit, Pierce Transit and Sound Transit
- Annual pass paid in full by FareStart
- Issued while employed; returned upon termination

Earned Time Off (ETO)

- Earn ~15 days during first year; ~20 days starting with 2nd year
- May carry forward 20 days to next calendar

Lunch

- Free buffet available daily between 11:00-2:00pm in student/staff lunch room

Holidays: FareStart recognizes several pre-designated Holidays each calendar year (including... New Years Day, MLK Day, Memorial Day, 4th of July, Labor Day, Thanksgiving, and Christmas)

Food Handlers Card: Class administered weekly at FareStart; fully funded

* Most benefits are effective the first of the month, after a 90-day waiting period.

Information contained herein is intended as only a brief summary of the benefits offered at FareStart and is not all-inclusive. Actual benefits are subject to certain contracts and restrictions and may change without notice. Detailed features and limitations are available in the Administration Office.