

EMPLOYEE HEALTH AND BENEFIT RATES

PENSION RATE CHANGES FOR STATE FISCAL YEAR

As information becomes available the Washington State Department of Retirement Systems releases the retirement pension rates for PERS, TRS, and SERS. Once released they can be reviewed at <http://www.drs.wa.gov/> or by calling the Department of Retirement at (360) 664-7200. Information can also be obtained from the appropriate ESD.

INDUSTRIAL INSURANCE, MEDICAL AID, AND SUPPLEMENTAL PENSION CONTRIBUTION

Most districts participate in self-insurance groups formed by ESDs. Information can be obtained from the appropriate ESD. Districts that participate in the State Retrospective Rating Program can obtain information by calling the Department of Retirement at (800) 547-6657 or (360) 664-7000.

RETIREMENT CONTRIBUTIONS—EXCESS COMPENSATION

Chapter 41.50 RCW requires employers to make payments, upon receipt of a statement from the Department of Retirement Systems, equal to the present value of additional retirement benefits earned by the employee due to payment of “excess compensation” as defined in this chapter.

OASDI (SOCIAL SECURITY) AND MEDICARE

The current wage base for the Old Age, Survivors and Disability Insurance (OASDI) Program and the Medicare percentage can be viewed at www.ssa.gov/OACT/COLA/cbb.html. Information can also be obtained from the appropriate ESD.

SICK LEAVE BUY BACK

RCW 28A.400.210 makes the buy back of sick leave optional with each school district. Implementing rules and regulations have been updated and are contained in Chapter 392-136 WAC.

School districts are reminded to budget sick leave buy back if the school district board of directors has established an attendance incentive program. Sick leave buy back should be budgeted in Object of Expenditure 2 and/or 3, Salaries Certificated and/or Salaries Classified.

K-12 RETIREE ALLOCATION

The Health Care Authority (HCA) has provided information to each district on the amount of remittance for retiree allocation per full-time employee, the payment methods, and payment worksheets. If you need further information, please contact HCA Accounting at (360) 923-2600.

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UNEMPLOYMENT INSURANCE

Districts having questions on unemployment insurance should contact their ESD and/or the Employment Security Department.

INSURANCE BENEFITS THROUGH HEALTH CARE AUTHORITY

Active Employees:

K-12 employees are eligible to enroll in health plans sponsored by the Public Employees Benefits Board (PEBB) at any time during the year by bargaining groups or full districts.

Retirees:

Eligible retirees may also enroll in the PEBB plans within 60 days of the date of retirement. In general, retirees must immediately begin receiving a retirement allowance to be eligible for the coverage, except for the TRS 3 retirees. The PEBB Medicare retiree rates are offset by a monthly subsidy provided by the state.