



Benefits at a Glance



Your Health

Medical Coverage

Choose from four medical plans – two Aetna and two Kaiser Permanente, each plan offering different levels of coverage at affordable prices

Vision Insurance

Choose from a basic or expanded vision plan through VSP for annual eye exams and allowances for frames, lenses or contacts

Dental Insurance

Choose from two dental plans- Delta Dental or Dental Health Services based on your coverage needs

Your Life

Flexible Spending Accounts (FSA)

Sign-up for pre-tax healthcare or dependent care FSAs to save money on your out-of-pocket expenses

Life Insurance

Get life insurance equal to 1.5 times your annual salary or a flat \$50,000 to help support your loved ones

Supplemental Life Insurance

Optional additional life insurance for you, your spouse/domestic partner, and children

AD&D Insurance

Optional AD&D coverage that pays a benefit in the event of accidental death or certain serious accidental injuries

HAIG Free Life Insurance

Optional free \$5,000 life insurance benefit for eligible employees

Basic Long-Term Disability

Basic LTD provides SHA-paid income protection if you're unable to work due to a long-term illness or injury

Supplemental Long-Term Disability

Supplemental LTD allows you to increase your income protection with additional optional coverage

Public Employees Retirement System (PERS)

PERS pension and optional Deferred Compensation savings plan available for eligible employees

Workplace Benefits

Commute Benefits

Free ORCA card, vanpool programs, and rideshare partnerships

Paid Time Off

Annual leave, sick leave, personal holidays, and 12 paid holidays throughout the year

Professional Development

Training opportunities and programs to support continued education and career development

Alternative Work Arrangement (AWA)

Flexible schedules and remote work vary by position and business needs

