

WASHITA VALLEY COMMUNITY ACTION COUNCIL
EMPLOYEE BENEFITS
(Must be full-time employee to be eligible for these benefits.)

MEDICAL INSURANCE

Our medical insurance is through State of Oklahoma Health Choice. An employee is eligible for medical insurance at the first of the month following 90 days of employment. The insurance is a Preferred Provider Plan (PPO). The cost to the employee is \$74.48/month for the High Option or \$16.64/month for the Basic Option. Washita Valley pays the remainder of the premium of \$375/month. Dependent premiums must be paid by the employee.

DENTAL INSURANCE

State of Oklahoma Health Choice provides our dental insurance with qualifying employees becoming eligible the first of the month following 90 days of employment. The employee's premium is \$30.28/month, if the employee is enrolled in medical insurance. Dependent's coverage must be paid by the employee.

LIFE INSURANCE

The premium for Life insurance of \$20,000 is available at the rate of \$4.56/month after meeting requirements. Additional life insurance is available through the State Insurance payable by the employee.

Vision

A vision plan is available through VSP (Vision Service Plan) at the rate of \$8.76/month for the employee with the employee paying this premium. This option is available for dependents also after meeting requirements.

TAX DEFERRED ANNUITY (403B)

After 24 months of employment, and if you are at least 21 years of age, you qualify for a tax deferred annuity through Edward Jones. Upon enrollment in the annuity, the agency will withhold at least 1% of your gross monthly salary from your paycheck or more if requested. The agency will match the percentage withheld by the employee up to 8%.

**OPTIONAL CANCER, HEART ATTACK/STROKE, ICU INSURANCE, OR
PREPAID LEGAL (Enrollment open period is during pre-service in the summer.)**

You may enroll yourself or your dependents in these insurance plans, and the premium will be withheld from your paycheck.

Information listed above is based upon 1/1/2011 to 12/31/2011 Premium Rates.