



HOUSING AND HEALTH
TO END HOMELESSNESS

Employee Benefit Highlights

DESC values our employees! We offer a generous benefit package to regular staff working at least 18.75 hours weekly. Some benefits are available to staff working less hours and to on-call staff.

Please contact Human Resources at hr@desc.org for details.

Medical Insurance

DESC pays 100% of the employee premium – nothing is taken out of your check. Employees may add partners and dependents at their own expense.

Employees choose between two rich plans through Premera Blue Cross. Staff selecting the lower-cost plan choose either a \$100 monthly cash incentive, or DESC contribution toward dependent premiums.

Dental Plan

DESC pays 100% of the employee premium for our Premera Blue Cross plan. Employees may add partners and dependents at their own expense.

In-network care is covered at 100% for preventive and 90% for basic restorative.

Life, AD&D and Disability Insurance

DESC provides a \$10,000 Life and AD&D insurance policy through Unum. Employees may purchase additional life insurance for themselves and eligible dependents at time of hire without being required to submit proof of insurability.

DESC also purchases Long-Term Disability insurance for employees via Unum.

Paid Time Off (PTO)

Full-time employees accrue 34 days off in their first year at DESC. These are used for vacation, holiday, and sick days. PTO is pro-rated for part-time staff.

Transportation Subsidy

Staff can buy ORCA products (bus / light rail pass, “e-purse,” etc.) through pre-tax payroll deduction. DESC pays \$29 towards the cost each month for employees who enroll in the program.

Flexible Spending Accounts (FSA)

DESC offers an FSA to give employees the ability to pay for health and child care expenses and lowering their taxable income by signing up for regular paycheck deductions.

Employee Assistance Program (EAP)

Life Balance, a confidential counseling and referral program, is provided free for staff and family members. Counselors are available 24/7 via phone and website.

Retirement Plan

All employees may participate in the qualified IRS 403(b) retirement plan. After meeting tenure and work hours requirements, staff are eligible for agency contributions toward their retirement, whether or not they invest their own money.