



TOTAL REWARDS PROGRAM ELIGIBILITY

Please refer to individual HR policies and the Total Rewards Program Guide for any waiting periods, dependencies, or other restrictions on these programs. This chart is not meant to replace individual benefit policies held by the Port.

		EMPLOYEE TYPE (Non-Represented)								
		Regular Full-time	Regular Part-time working 21+ hours	Seasonal	Limited Duration	Emergency Hires	HS Interns	College Interns/ Pathway Program	Vet Fellows	On Call
PAY	COLA	X	X		*					X
	Pay for Performance	X	X		*					X
BENEFITS	Health Insurance (Employees working at least 21 hours a week)									
	Medical	X	X		X	**		**	X	
	FSA	X	X							
	Dental	X	X		X				X	
	Vision	X	X		X				X	
	Life Insurance	X	X		X				X	
	Voluntary Life Insurance	X	X		X				X	
	AD&D	X	X		X				X	
	Voluntary AD&D	X	X		X				X	
	Leave (Employees working at least 21 hours per week, except for WA Sick Leave)									
	PTO	X	X		X					
	Sick/Extended Illness	X	X		X					
	WA Sick (Only Non-Exempt Employees)	X	X	X	X	X	X	X	X	X
	Holiday Pay	X	X	X	X	***	X	***	***	X
	Paid Parental	X	X		X					
	Jury Duty	X	X		X					
	Bereavement	X	X		X					
	Other Benefits									
	Pension	X	X	X	X	***		***		
	457 Deferred Compensation	X	X		X					
	401A	X	X		X					
	ORCA Card	X	X	X	X	X	X	X	X	X
	Employee Parking Benefit	X	X	X	X	X	X	X	X	X
Flexible Work Arrangements ⁺	X	X		X	X			X		
EAP	X	X	X	X	X	X	X	X	X	

* Applies to non-represented employees participating in the port's performance management program

** Emergency Hires and College Interns must work a minimum of 30 hours a week to qualify

*** Qualifications depend on employees scheduled hours, duration of position, and eligibility criteria outlined in HR policy