

Coulee Medical Center's

2026 Benefits At-A-Glance

Washington State Healthcare Authority
Public Employee Benefits Board (PEBB)



Medical Benefits (includes RX):

All full-time or part-time employees scheduled for more than 20 hours/week are eligible for CMC's health benefits. Medical benefits begin the first day of the month following hire date. 2026 rates are as follows:

	Employee Only	EE & Spouse	EE & Children	Full Family
Uniform Medical Plan Classic	\$130	\$261	\$224	\$356
UMP Consumer-Directed Health Plan (with a health savings account)	\$46	\$97	\$80	\$131
Uniform Medical Plan Select	\$61	\$127	\$107	\$171
*Kaiser Classic	\$140	\$282	\$247	\$388
*Kaiser Value	\$119	\$243	\$209	\$333
*Kaiser CHPD (HD)	\$25	\$50	\$69	\$44
*Kaiser SoundChoice	\$85	\$170	\$149	\$233
*Or state-registered domestic partner				

Kaiser Plans are for Spokane County Residents only

Dental & Vision, along with Basic Life & Basic LTD, cannot be waived. They are mandatory and are ZERO cost to the employee! Medical portion may be waived if enrolled in other insurance. A monthly \$25 tobacco and \$50 spousal surcharge may apply.



Dental: You will have the option to choose from **three** dental plans:

1. Uniform Dental
2. DeltaCare
3. Willamette Dental Group

Vision: You will have the option to choose from **three** vision plans:

1. Davis Vision by MetLife
2. EyeMed
3. MetLife Vision

**hardware only; medical plan will cover general eye health*



Met-Life: Basic Life Insurance = \$35,000 + \$5,000 accidental death or dismemberment

Long-Term Disability (LTD): Employees will be defaulted into an employee-paid, 60% coverage (\$10,000 max benefit), LTD policy. Can be reduced to a 50% (\$8,333 max benefit), or the option to enroll in Employer-paid LTD only.

Supplemental Life Insurance and AD&D (voluntary):

May be purchased additionally through MetLife. Employee Spouse or Registered Domestic Partner and dependents also eligible!

Voluntary Insurance through Colonial Life (BB4B):

Opportunity to purchase additional coverages such as accidental, cancer, critical illness, hospital confinement indemnity and whole life.

Employee Assistance Program (EAP):

Provides employees, spouses and children assessment and referral services that are cost-free, convenient, confidential and with a licensed behavioral health provider

Health Flex Spending and Day Care Flex Spending

403(b) Retirement plan - up to 5% of salary & 50% matching!

457(b) Deferred Compensation Plan

Employee Emergency Assistance Fund

Hardship Bank (Earned Leave)

Corporate Discounts

Referral Bonus Program

Provider Loan Repayment Programs

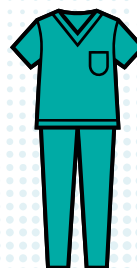
Tuition Reimbursement (up to \$20k!)

Uniform Reimbursement (\$50-\$100/year)

Earned Leave & Paid Sick Leave

Dedicated Teaching Facility

Career Advancement & Educational Growth



411 Fortuyn Rd
Grand Coulee, WA 99133

(509)633-6247
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Bonus Eligible Positions!**

Coulee Medical Center's

2025 Benefits At-A-Glance

Washington State Healthcare Authority
Public Employee Benefits Board (PEBB)



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PEBB Medical Plans	Employee Only	EE & Spouse	EE & Children	Full Family
Uniform Medical Plan Classic	\$114	\$231	\$193	\$313
UMP Consumer-Directed Health Plan (with a health savings account)	\$35	\$80	\$60	\$105
Uniform Medical Plan Select	\$40	\$90	\$70	\$115
*Kaiser Classic	\$175.50	\$360	\$304	\$489
*Kaiser Value	\$88	\$186	\$154	\$252
*Kaiser CHPD (HD)	\$29	\$70	\$92	\$52
*Kaiser SoundChoice	\$68	\$135	\$119	\$185
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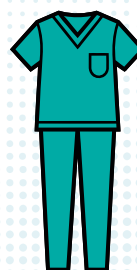
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