

# Summary of Benefits



## *Non-Represented Benefit Eligible Employees*

### Medical Insurance

*Administered by the Association of Washington Cities (AWC).*

*Employees are offered their choice of medical coverage:*

- ◆ Regence HealthFirst 250 (a PPO plan)  
The City pays 80% of the premium for employee, spouse/domestic partner and dependents up to age 26.
- ◆ Regence HDHP (a PPO plan):  
The City pays 100% of the premium for employee and 90% of the premium for spouse/domestic partner and dependents up to age 26.
- ◆ VEBA  
The City provides a VEBA account for employees enrolled in the HDHP plan. The VEBA is funded at \$1500 for individual coverage and \$3000 for family coverage. The VEBA is prorated the employee's first year based on hire date.
- ◆ The City provides a medical "Opt Out" Election.

### Dental Insurance

*The City pays 100% of the premium for employee and 90% of the premium for spouse/domestic partner and dependents up to age 26.*

- ◆ Delta Dental. It is an incentive plan with an annual maximum benefit of \$2,000. Orthodontia coverage for children is also included with a matching benefit up to \$2,000.
- ◆ Willamette Dental. \$15 Copay plan. Orthodontia for all ages included.

### Vision Insurance

*The City pays 100% of the premium for employee, spouse/domestic partner and dependents up to age 26.*

- ◆ Vision coverage is through Vision Services Plan (VSP). The City offers a \$0 copay plan.

### Deferred Compensation Program

- ◆ A 457(b) program is offered in which employees may set aside a portion of their earnings on a tax-deferred basis for retirement purposes.

### State Pension Plan

- ◆ Employees participate in the Washington Department of Retirement Systems, Public Employees' Retirement System (PERS) Pension Plan.

### Life & AD&D Insurance

*The City pays 100% of the premium for employee.*

A group term life insurance policy is offered at:

- ◆ \$200,000 – Director
- ◆ \$50,000 – Non-Represented
- ◆ Accidental Death and Dismemberment (AD&D) coverage and a seatbelt benefit are also included.

### Employee Assistance Program

- ◆ Confidential counseling assessments and referral services are available to employees and family members for personal and/or work-related issues.

### Flexible Spending Account

- ◆ Employees may elect to create two separate tax-free accounts through salary reduction. One account is to pay for health related expenses and the other account is for dependent care costs.

### Vacation Leave

- ◆ Beginning the first day of employment, employees accrue vacation based on a schedule of completed years of service (must be employed six months before eligible to take paid vacation time off).
- ◆ 80 hours of management leave per year for Director level employees.
- ◆ 40 hours of professional leave per year for Non-Represented Exempt staff.

### Sick Leave

- ◆ Beginning the first day of employment, employees accrue 8 hours of sick leave per month (eligible to utilize sick leave as it accrues).

### Holidays

- ◆ The City recognizes eleven holidays and provides one "floating" holiday each calendar year.

### WA State Paid Family Leave

- ◆ A State insurance program for Washington workers allowing paid time off (applied for through ESD).

### Paydays

- ◆ The City of Mount Vernon pays employees semi-monthly (24 pay periods each year). Paydays are on the fifth and the twentieth of each month.

### Fitness Reimbursement

- ◆ The City will reimburse an employee up to \$40 per month for an individual qualified fitness membership if employee meets the usage guidelines.