

Summary of Benefits



Protec17 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:

- ◆ \$50,000
- ◆ 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).
- ◆ FLSA Exempt employees accrue an additional 40 hours of vacation per year.

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.