

# 2019

## City of Seattle – Benefits at a Glance (Employees with SPOG\* Benefits Coverage)

**Eligibility:** For new hires and dependents, coverage begins on your first day of employment if that date is the first calendar day of the month designated as a City business day or the first calendar day of the month designated or recognized as the first working day for the shift to which you are assigned. If your employment begins after this date, your coverage begins the first day of the following month.

**Eligible Dependents:** Individuals eligible for coverage include your spouse or domestic partner, your birth or adopted children or children placed for adoption, your domestic partner's children who live with you, stepchildren who live with you, and any child for whom you are legal guardian or for whom coverage is required by a Qualified Medical Child Support Order. Adult children are eligible for coverage if they are under age 26. If you add dependents, you'll be asked for documentation to prove their eligibility for coverage through City of Seattle plans.

**Enrollment:** You must enroll within 30 days of hire. If you fail to enroll within 30 days of your hire date, you will automatically be enrolled for dental and basic vision coverage. Your dental coverage will default to the Delta Dental of Washington plan.

### Dental

You may select from two dental plans – Delta Dental of Washington or Dental Health Services. The dental plans include coverage for eligible dependents. The premium is covered in full by the City of Seattle.

### Vision

The City offers a vision plan through VSP. The premium is fully paid by the City of Seattle and includes coverage for eligible dependents. An annual eye exam is covered every calendar year.

### Medical

You may select from the Kaiser Permanente Standard Plan, Kaiser Permanente Deductible Plan, Aetna Preventive Plan, or Aetna Traditional Plan. The monthly cost to you for each of the plans is as follows:

Medical Plan	Employee's Monthly Premium Contribution for Coverage Employee with or without spouse/domestic partner and children
Aetna Preventive	\$ 89.38
Aetna Traditional LEOFF 1	\$ 66.30
LEOFF 2	\$ 79.68
Kaiser Permanente Standard	\$ 71.75
Kaiser Permanente Deductible	\$ 53.20

### Flexible Spending Accounts (FSA)

The City offers a Health Care and Day Care FSA. The Health Care FSA allows you to use pre-tax dollars to receive reimbursement for eligible medical, dental, and vision expenses. The Day Care FSA allows you to receive reimbursement for eligible day care expenses

for your dependent child up to age 13, disabled spouse/domestic partner, or dependent parent. You can elect a minimum of \$120 up to \$2,650 per year for the Healthcare FSA and \$5,000 for the Day Care plan. If you elect to participate in this plan and want to continue your participation, you will need to re-enroll each year during the City's open enrollment period.

You may roll over up to \$500 of unused Health Care funds from the current plan year into the following plan year if the carryover results in a minimum account size of \$120.

### Long-Term Disability Insurance

The Seattle Police Officer's Guild provides Long Term Disability insurance. Enrollment is mandatory. Call (206) 767-1150 for details.

### Basic Group Term Life Basic Insurance

You can select from one of two plans – Basic Group Term Life Insurance which is one-and-a-half times your annual earnings or Limited Basic Group Term Life Insurance of \$50,000. The City will contribute 40% of the cost for the Basic Group Term Life Insurance. You have the option to purchase Supplemental Group Term Life Insurance (see below).

### Supplemental Group Term Life Insurance

If you elected Basic Group Term Life, you may purchase supplemental term life insurance for yourself, spouse/domestic partner, and children. The maximum amount of life insurance available for you is four times your annual income, for your spouse/domestic partner it is 50% of the amount of coverage you elect for yourself, and \$2,000, \$5,000 or \$10,000 for child(ren).

\*Includes: Members of the Seattle Police Officers Guild and members of the Seattle Police Management Association who buy up to the SPOG plans.

## **Accidental Death & Dismemberment Insurance (AD&D)**

You may purchase AD&D insurance for yourself, or for you and your family. Coverage is available from \$25,000 to \$500,000.

## **Retirement Benefits**

### **Washington State Department of Retirement**

**Systems:** Membership in the Washington State Department of Retirement systems is mandatory. For information about your plan, please contact the Washington State Department of Retirement systems.

You have the option of saving more for your retirement through the City's Voluntary Deferred Compensation Plan (see below).

### **Voluntary Deferred Compensation Plan**

Enrollment in the City's 457 Deferred Compensation Plan is voluntary. You are allowed to contribute through payroll deductions. You decide the dollar amount, contribution type and investments options. You may contribute as little as \$10 per paycheck. Enrollment and contribution changes may be made at any time. The City does not match your contributions.

## **Work/Life Programs and Benefits**

### **Employee Assistance Program (EAP)**

EAP is a referral and counseling service for you and household members. Receive confidential assistance for personal issues such as stress, depression, family and relationship problems, and financial counseling. Each household member is eligible for six free one-hour sessions per issue per year.

### **Transportation**

Sworn officers are eligible to ride transit for free when showing their badge. Sworn officers who do ride transit are eligible to use the other elements of their employee commute options program.

### **Career Quest**

Career Quest provides customized career development opportunities to broaden your skills or seek assistance with your long-term career goals. The program offers career coaching and workshops. To be eligible, you must be a regular City employee, have worked at least one year, and be committed to developing new skills and competencies.

### **Holidays**

The City observes 10 official holidays and 2 personal holidays. You may take your personal holidays any time with supervisory approval.

### **Vacation**

You accrue vacation based on hours on regular pay status. The amount of vacation earned depends on your length of service—from 12 days per year for a new employee to 30 days per year after 29 years of

employment. Unused vacation hours carry over each year, up to a maximum.

### **Sick Leave**

You accrue sick leave based on the number of regular hours worked. Full-time employees earn 96 hours of sick leave per year. You may carry over your unused sick leave, there is no maximum accumulation.

### **Other Leaves**

The City also provides the following paid and unpaid leaves: paid parental leave, funeral leave, family and medical leave, pregnancy disability, jury duty, military duty leave, transplant donor leave, unpaid personal leave, and sabbatical leave.

*Updated 4/4/2019*



**Seattle**  
Human Resources