

# 2026

## City of Seattle – Benefits at a Glance

(Temporary Benefits Eligible Employee Benefits Program\*)

**Eligibility:** If you are a temporary benefits-eligible employee working full- or part-time (scheduled to work at least 80 hours per month), you are eligible to participate in selected benefits programs when you meet the eligibility requirements of your position:

- One or More Interim/Short-Term Assignments: after your short-term assignment of up to 1 year is in effect for 1,040 hours.
- Term Limited Assignment – on your date of hire of your 1-3 year assignment 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 month following your eligibility date.

**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, stepchildren, and any child for whom you are the legal guardian or for whom a Qualified Medical Child Support Order requires coverage. Adult children are eligible for coverage if they are under 26. If you add dependents, you'll be asked for documentation proving their coverage eligibility through the City of Seattle plans.

**Enrollment:** You must enroll within 30 days of your benefits eligibility date. If you fail to enroll within 30 days of your benefits eligibility date, you will automatically be enrolled in dental and basic vision coverage. Your dental coverage will default to the Delta Dental of Washington plan. If you are newly eligible for health coverage and don't actively elect or waive medical coverage, you will automatically be enrolled in the Aetna Traditional employee-only plan, which requires no premium contribution from you.

**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:** You may elect the vision plan with VSP. The premium is paid in full by the City for the vision plan.

**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:

	Employee's Monthly Premium Contribution	
Medical Plan	Employee**	Employee & spouse or domestic partner**
Aetna Preventive	\$48.12	\$98.50
Aetna Traditional	\$ 0.00	\$32.34
Kaiser Permanente Standard	\$48.40	\$99.90
Kaiser Permanente Deductible	\$25.00	\$56.92

\*\* with or without children

**Advocacy Services:** Employees and covered family members can access Accolade advocacy services. Accolade Health Assistants provide one-on-one personalized support at no cost. Health Assistants are a one-stop resource to answer health and benefits questions, and they partner with a team of doctors, nurses, and benefits specialists to help navigate the healthcare system.

**Basic Long-Term Disability Insurance:** If you become disabled, after a 90-day waiting period, the plan will pay you a basic benefit of \$400 a month while you are unable to work. The basic long-term disability premium is paid in full by the City.

**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 Basic Group Term Life Insurance cost.

\*Includes temporary employees in a short-term/interim temporary assignment of up to 1 year (after assignment in effect for 1,040 hours). And temporary employees in a term-limited temporary assignment (1-3 years).

## Retirement Benefits

### Seattle City Employees' Retirement

**System (SCERS I and II):** A temporary worker may elect to join the Seattle City Employees' Retirement System:

1. Within 6 calendar months of completing 1,044 hours of compensated straight-time service or
2. Upon appointment to an eligible position if such appointment occurs after the work has completed 1,044 hours of City service but before they have completed 10,440 hours of City service or
3. Within 6 calendar months of completing 10,440 hours of continuous compensated straight-time service.

There are two retirement plans for City employees with differences in contributions, minimum retirement age, final average salary, and earned benefit per year of service multiplier.

**SCERS I** (hired and enrolled before January 1, 2017): You contribute 10.03%, and the City also pays 15.29% of your salary towards your retirement.

**SCERS II** (hired January 1, 2017 or later): You contribute 7.0%, and the City also pays 14.42% of your salary towards your retirement.

Contributions and earnings are tax-deferred. You are 100% vested in your contributions and their earnings. You become vested (eligible for a monthly benefit at retirement age) at five years of service. If you leave City employment before retirement and withdraw your contributions, you will not be entitled to any of the City's contributions.

If you have worked for the state or other local governments, you may be eligible to combine your service time to qualify for retirement.

You can save 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 investment 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.

depression, and family and relationship problems. Each household member is eligible for eight free one-hour sessions per issue per year.

**Transportation:** You can receive an ORCA Passport Card, which pays full fare for all land-based transit, including water taxi and Kitsap Fast Ferry. We also provide Vanpool and WA State Ferry passenger-only benefits. If you use any non-drive-alone commute option, you are also eligible for a Guaranteed Ride Home – a reimbursable taxi ride home in case of a family or medical emergency.

**Holidays:** The City observes 12 official holidays and 2 personal holidays. You may take your personal holidays at 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—starting at 12 days per year for a new employee. The accrual rate gradually increases to 23 days per year after 14 years of service, with an additional day per year of service after 19 years to a maximum of 30 days. Unused vacation hours carry over each year, up to a maximum, depending on years of service.

**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 paid and unpaid leaves: paid parental leave, funeral leave, family and medical leave, pregnancy disability, jury duty, military duty leave, transplant donor leave, unpaid religious leave, unpaid personal leave, and sabbatical leave.

Employees also have the option to apply for the Washington Paid Family and Medical Leave Program in addition to the above leaves through the City.



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## Work/Life Programs and Benefits

**Employee Assistance Program (EAP):** ComPsych provides a referral and counseling service for you and your household members. Receive confidential assistance for personal issues such as stress,