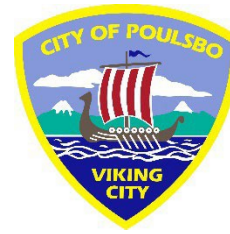


# CITY OF POULSBO

## TEAMSTER'S BENEFITS



### Medical/Dental/Vision Insurance, Retiree Health Coverage, and Health Savings Accounts

The City contributes 95% of the cost of medical/vision premiums and 100% of dental premiums for full family coverage. The employee's cost is \$84.73 per month (with or without family members.) The minimum deductible is \$100, and the maximum deductible is \$900, dependent on employee completion of an annual health assessment and whether family members are covered. The annual maximum out of pocket is between \$1,500 and \$3,000, dependent on family coverage. In addition, co-pays are minimal, as low as \$10 with an average of \$20 for in-network providers. Out of network providers are covered at only a slightly higher cost. Counseling is covered with a co-pay. Also included is prescription coverage, which offers mailed prescription options as well.

Acupuncture Visits	20 visits per Year
Home Health Care	130 visits per Year
Massage Therapy	20 visits per Year
Naturopaths	No Limit
Occupational Therapy	24 visits per Year
Physical Medicine & Rehabilitation	24 visits per Year
Services of the Spine	20 visits per Year
Speech Therapy	60 visits for Lifetime
Vision Therapy	60 visits for Lifetime

\*Some or all services may require referral by a physician

The City's outstanding medical coverage includes a variety of helpful resources:

Accolade Health Assist provides on demand chat services to help you receive medical care and access benefits, whether you need assistance finding an in-network doctor, resolving claim issues, billing questions, scheduling appointments, preparing for inpatient treatment and discharge, or understanding your health insurance coverage.

Teladoc © Virtual Care provides PPO employees with secure, on-demand, and around-the-clock access to board-certified physicians over the phone, via email, or video chat. Physicians can diagnose certain conditions, recommend treatment, and prescribe medications (when appropriate) for many common medical and dermatology issues, such as colds and flus, allergies, rashes, sinus problems, and more. There isn't a co-pay, and the service is confidential.

NurseLine provides confidential access to a registered nurse 24 hours a day, 7 days a week and is included in your health insurance plan as an educational resource.

There are also a variety of programs offered through our partnered services that can assist employees with Diabetic supply and care, chronic condition management assistance, resources for employee assistance and mental health, healthy weight management, tobacco cessation, and more.

### Retiree Health Coverage (RWT-Plus Plan)

Eligible, vested employees have access to retiree health coverage upon retirement. Coverage extends to employee's spouses and eligible dependents.

### HRA-VEBA (Health Savings Account)

The City and employees contribute \$75.00 per month towards a health reimbursement account (HRA-VEBA) that can be used for out-of-pocket health expenses. The HRA-VEBA is a pre-tax bank of funds that are invested and can be used for various medical charges such as co-pays, glasses, band aids, prescriptions, and much more. Funds in an employee's HRA-VEBA account may be used on covered dependents as well.

### Paid Time Off

Employees receive 11 paid holidays to include: New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Veterans Day, Thanksgiving, Day after Thanksgiving, Christmas, and Two floating holiday (earned after 6 months of employment with the City). In addition, sick time is accrued at 8 hours of sick leave per month, vacation time accrued at 8 hours per month with future increases per the collective bargaining agreement, and two personal leave days accrued after one year ([See Employee Handbook](#)).

### Compensation

Employees are paid on a 6 "step" scale available to the public in the [Union Contract](#). This includes an annual "step up" if you aren't maxed out on the scale and an annual percent of increase based on the union contract agreement.

Employees receive an additional 2% longevity pay after five years which increases every five years thereafter with a 6% maximum.

### Pension

This position is eligible for retirement benefits with the State of Washington's PERS System. PERS is a state pension program funded by both employee and City contributions. In order to receive the City contributions to the plan, employees will need to become vested in PERS. Employees who leave prior to vesting will keep only their contributions to the plan, not any contributions made by the City on their behalf.

### Life Insurance

There is a \$30,000 life insurance policy paid for by the City. The City also partners with companies such as Aflac, which allows employees the opportunity to purchase additional coverage options as needed for disability insurance, life insurance and more.