

## City of Bellingham Benefits Details

The City offers an excellent benefit package and working conditions. Please see below for more information:

- **Medical Benefits:** City sponsored medical coverage is provided through Premera. 2021 plan choices include Premera Blue Cross PPO and Premera Blue Cross HDHP with HSA. In 2021, full-time employees will not incur any payroll deductions for medical premiums. Insurance coverage goes into effect the first day of the month following your month of hire.
  - **Medical Opt-Out Incentive:** If you or a eligible family member are covered by group medical benefits elsewhere, you may choose to “opt-out” of receiving City medical benefits. Opt-out incentives are payable as a taxable cash benefits.
- **Flexible Spending Accounts:** FSAs allow you to set aside a portion of your income, before taxes, to pay for qualified health care and/or dependent care expenses. Because that portion of your income is not taxed, you pay less in federal income, Social Security and Medicare taxes.
- **Life and AD&D Insurance:** This benefit is provided to employees at no cost through CIGNA. We provide fully-paid life insurance at two time your annual salary.
- **Long Term Disability Insurance:** We provide fully paid Long Term Disability Insurance with a 60% benefit and a 180 day waiting period.
- **LEOFF:** Retirement benefits are provided through the State of Washington’s Law Enforcement Officers’ and Fire Fighters’ Retirement System with joint contributions by the City and employee.
- **401(a) Plan:** In addition to LEOFF, E-team employees have an option to participate in a 401(a) retirement savings plan. We provide up to 3% of the employee’s base pay matching contribution to your 401(a) account.
- **Deferred Compensation Savings Plan:** All regular employees have an opportunity to participate in a voluntary tax deferred retirement savings plan.
- **Professional Development:** The City of Bellingham provides various professional development opportunities to help you stay current and grow with your responsibilities.
- **Holidays:** E-team employees are provided with eleven 8 hour paid holidays and one paid “floating Holiday” each year.
- **Sick Leave:** At the time of hire, the City provides 15 days (120 hours) of sick leave. You also accrue 8 hours of sick leave per month from your adjusted hire dated and have no waiting period prior to using your sick leave once accrued. You may accrue up to a maximum of 1040 hours of E-Team sick leave.
- **Vacation:** Department Heads accrue 20 hours of vacation per month.