

The City proudly offers the following comprehensive benefit package for the Non-Reps to ensure employee health and safety:

The City of Yakima, follows the Total Worker Health (TWH) model, a congressional mandate “to assure so far as possible every man and woman in the Nation have safe and healthful working conditions.

Health insurance

Our self-insured health care plan covers visits to primary care physicians, specialist, and emergency care. Combined with Recuro tele-health members have 24/7 around the clock care.

Hands down, primary care is the best benefit you can have and that’s why the City provides a free primary care clinic for its employees. In addition, you can elect to have your premiums reduce your taxable income or elect flexible spending to cover your deductibles and out of pocket expenses tax-free.

Health insurance includes; pharmaceutical, vision, dental, and orthodontia. Health insurance is effective the 1st of the month following the date of hire. Premium rates are based on a tiered schedule as follows.

Employee Only	\$50.00	Employee & Spouse	\$530.23
Employee, Spouse & 1 child	\$616.41	Employee, Spouse & 2/More children	\$657.20
Employee +1 child	\$379.90	Employee +2/more children	\$441.73

Worker’s compensation

The City is self-insured and provides employees coverage with medical treatment, wage replacement, rehabilitation, and other benefits.

Longevity

Eligible for Longevity payments above and beyond normal salary depending on length of service (minimum of 5 years’ service required). Payments are dispersed in January and July

Years of Service	Percent of Base Pay	Years of Service	Percent of Base Pay
5 full years	2.5%	10 full years	4.0%
15 full years	5.5%	20 full years	7.0%
24 full years	10.0%		

PENSION & RETIREMENT

Deferred Compensation Program, including a 3% City contribution.

Membership in the Public Employees Retirement System

PERS Plan II - Employee contribution is 6.36% of earnable compensation; employer contribution is 9.53%.

Plan III - Employer contribution rate is 9.53%. Employee contribution varies from one of six options shown below. Your contribution rate choice is irrevocable unless you change employers.

Option A: 5% fixed rate at all ages

Option B: 5% up to age 35

6% ages 35 through 44

7.5% ages 45 and older

Option C: 6% up to age 35

7.5% ages 35 through 44

8.5% age 45 and older

Option D: 7% fixed rate at all ages

Option E: 10% fixed rate at all ages

Option F: 15% fixed rate at all ages

All rates are subject to change by based upon Washington State legislature. Once you make a plan selection, it is irrevocable.

PAID LEAVE

- Paid Time Off (PTO)

Months of Continuous Service Hrs/Mo Max At Calendar Year-End

Months of Continuous Service	Hrs/Mo	Max at calendar year-end
0 months through 24 months	19	456 hours
25 months through 72 months	21	504 hours
73 months through 120 months	22	528 hours
121 months through 180 months	24	576 hours
181 months through 240 months	26	624 hours
241 months and more	29	696 hours

Part time employee's leave accruals are pro-rated based on scheduled hours.

During the calendar year, employees may accumulate PTO over the maximum. Any PTO hours over the maximum on December 31 of any calendar year will be forfeited. It is each employee's responsibility to monitor his/her PTO balance.

The City offers a wide variety of fringe benefits for employees and their dependents including:

- 11 Paid holidays
- Up to three days paid Bereavement Leave per Incident
- Eligible for voluntary Group Disability Insurance
- Eligible for Long Term Care Insurance Program
- 1x annual salary Life & Accidental Death and Dismemberment Insurance
- Eligible to purchase group NYL Employee Whole Life Insurance
- Eligibility to purchase group AFLAC Insurance Products
- In Facility Gyms
- Health Advocate
- Eligible for \$300 Health Screening Incentive
- Employee Discounts
- Education & Training
- Eligible for Pay and Compensation Adjustment (PACA) per Municipal Code 2.20.115
- Eligible for bilingual/biliterate English/Spanish incentive pay \$120/mo. subject to Civil Service proficiency testing

Employee Safety & Wellness Committee

TWH health model seeks to take a proactive stance in safety & health because employees are unable to work due to work-related illnesses and injuries. Costly and expensive and a lot of time preventable our Safety & Wellness Committees strive to help create a safe working environment and fringe benefits such as gyms to improve health outcomes and reduce sick leaves. Please consider volunteering and help the City meet its healthful working conditions and advance worker health, safety and wellbeing.