City of Sequim
Benefits Summary – Union (Non-Uniformed)
January 1, 2026

See Teamsters Local #589 Union Contract to confirm details of benefits provided for your position.

All Teamster benefits are 87.5% paid by Employer / 12.5% paid by Employee.

Health Plan Summary
Washington Teamsters Welfare Trust Medical Plan A covers you and your family. Please see Medical Plan guide for more information:

- $200 individual annual deductible, $600 for family; goes to $100 individual/$300 family if you complete the Health Assessment.
- Maximum annual out of pocket expense is $1,500 per individual, $3,000 per family, excludes plan deductible and copays
- 10% Coinsurance (applies to most benefits), including inpatient hospital
- $75 copay for emergency room visit (waived if admitted), then 90% after deductible
- Physician Office Visits - $20 copay per visit, then covered in full
- Prescription drugs – 10% or 15% copay for generic, 30% or 35% copay for Preferred brand-name drugs at recommended network pharmacies.

Dental Plan Summary
Washington Teamsters Welfare Trust Dental Plan A covers you and your family.

- 100% of Diagnostic and Preventative (i.e. oral exams, cleanings, x-rays, fluoride, sealants)
- 90% of Basic Restorative (i.e. fillings, oral surgery, extractions, general anesthesia)
- 75% of Major (i.e. crowns, onlays, partial or complete dentures or fixed bridgework)
- Maximum coverage during calendar year $1,800
- Orthodontia - 70% up to $1,800 Lifetime Benefit for dependent children

Vision Service Plan Summary
Washington Teamsters Welfare Trust Vision Plan EXT covers you and your family.

- If you visit a network provider, the plan pays 100% of the examination, basic lenses, and a limited selection of frames, or contacts.
- Elective contacts are covered up to $150.
- Covered expenses are limited if you visit a non-network provider.

When coverage begins: For new hires compensated for 80 hours or more during the first month of hire, coverage will begin the first day of the third month of employment (1 month lag); for new hires compensated less than 80 hours during the first month of hire, coverage will begin the first day of the fourth month of employment (2 month lag) - per current collective bargaining agreement and Washington Teamsters Welfare Trust.

Life and Accidental Death & Dismemberment Insurance Plan B - Employee life $15,000; dependent life $1,500; employee AD&D $15,000.

Time Loss Benefit Plan C– Short-term disability due to covered accidental injury or sickness up to 26 weeks of $200 weekly

9-Month Disability Waiver – If totally disabled, allows employee to apply to Teamsters for 9 additional months medical premiums for months 4 through 12.

Flexible Spending Account/Dependent Care Account – Tax advantaged savings account for medical and/or childcare expenses.

Employee Assistance Program (EAP) – Confidential support and resources for work-life solutions, legal guidance, financial resources, etc. Call 866-301-0313 or access online at guidanceresources.com using Web ID: WATEAMSTERS

Optional Health Plans (paid 100% by Employee)
Additional employee paid health and life insurance plans are available, which may include life insurance, cancer, critical illness, disability, hospital confinement and accident insurance. The plan provider will provide information explaining these optional benefit programs.

Life Flight Air Ambulance Membership: Covers any out-of-pocket costs for emergency medical transports provided by Life Flight Network. It is not an insurance policy, but it acts as a backup to insurance. The 2025 annual fee for membership is $75. The City covers 50% of this fee for employees who are interested in joining.

Holidays
Holidays include the following 12 holidays, plus one floating holiday.

New Year's Day	Labor Day
Martin Luther King Day	Veteran's Day
President's Day	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Juneteenth	Christmas Day
Independence Day	Day before or after Christmas

Vacation
Vacation credit shall be earned, but will not be available for use until the employee has passed probation (6 months).

Years of Service	Vacation Earned Per Year
On 1st anniversary	40 hours or 1 week
On 2nd through 4th anniversary	80 hours or 2 weeks
On 5th through 9th anniversary	120 hours or 3 weeks
On 10th through 15th anniversary	160 hours or 4 weeks
On 16th anniversary and thereafter	200 hours or 5 weeks

Sick Leave
Employees are entitled to use accrued sick leave after 30 days of employment. Employees shall generally accumulate sick leave at the rate of 1 day per month depending on days in paid status. Sick leave accumulated but not used will be limited to a total of 180 days (1,440 hours). Employees may use sick leave for illness or injury, or for medical, dental, and other related health appointments for themselves, their immediate family or other dependent relatives.

Bereavement
An employee who has a death or critical illness where death appears imminent in his/her immediate family will be granted up to 3 work days off with pay. Additional time off may be deducted from accrued vacation benefits if needed.

Education Incentive Pay
To encourage and improve continued education and proficiency of employees, and after one year of employment, the City may reimburse up to 75% of the tuition, fees and book costs of courses that have been pre-approved, have a direct relationship to their job duties and successfully completed. Prior to registering the employee shall make the request in writing. The employee's time is not a reimbursable expense. Attendance at job-oriented training, seminars or courses necessary to perform the employee's duties shall be paid by the City.

Retirement - PERS
The Public Employees Retirement System provides retirement benefits for employees based on hours worked. Benefits depend on the employee's years of public service, age at retirement and the program (PERS 2 or 3). Please refer to the Department of Retirement Systems website for more information: http://www.washington.edu/admin/hr/benefits/pers.choice.html

Retirement – 457/Deferred Compensation: This is an optional employee paid deferred contribution plan through either ICMA-RC or DRS. The employee can direct how the funds are invested. These contributions are pretax and the total contribution of both PERS and 457 cannot exceed the IRS limits (which change annually).

Other Information

Paychecks - Paychecks are issued twice a month. Time sheets must be submitted by the deadlines in order to process and receive a paycheck.

Overtime - Overtime compensation is based on Federal Fair Labor Standards Act (FLSA) and your union contract. Please see union contract for details. In general, overtime means hours in excess of your established workday, such as hours in excess of 8 hours per day or 40 hours in a workweek. However, the Department Head may establish a workweek such as four days of 10 hours per day. Overtime hours must be approved in advance. Compensation received for non-work hours, such as sick leave or vacation, will be deducted from any calculation of hours worked, before determining if overtime is due. Overtime compensation will be paid at the rate of one and one-half the employee's regular rate of pay. Compensatory (comp) time is available to the employee upon approval by your supervisor. Comp time is accrued at one and one half the overtime hours worked. The maximum amount of accrued comp time shall not exceed 48 hours. Overtime worked in excess of this amount shall be paid in cash.