



Employment Benefits

City of Medical Lake

The following employment benefits are offered to all non-temporary employees of the City of Medical Lake:

Medical, Dental and Vision insurance - The City pays for 100% of premiums for the employee and 70% of premiums the employee's dependents and spouse.

PERS retirement plan – The City contributes a matching percentage to the Department of Retirement PERS plan on behalf of the employee, based on the employee's gross earned wages.

Leave Accruals – Each employees accrues vacation and sick leave based on FTE, starting at 8 hours (1 day) per month for a full-time employee.

Holiday and Floating Holiday Leave – Each employee is entitled to nine (9) paid holidays throughout the year and an additional three (3) floating holidays to be used at the employee's discretion.

Annual Pay Increases – The City utilizes a ten (10) step pay range for each position, with each step increasing pay by 3.5%. Each employee moves up a step on the anniversary date of their hire, until reaching the tenth step in their range.

Discretionary Benefit – the City contributes \$100 towards the employee's medical premiums or designated 457 plan on behalf of the employee. Employees may make additional pre-tax contributions to their 457 account.

Protective gear allowance – The City will reimburse the employee for purchased protective gear up to \$350 during a two-year period.

Life insurance policy - \$10,000 life insurance policy offered, paid for by the City.

EAP program – Employee assistance program offered to assist employees in resolving at-home issues, paid for by the City.