



# CITY OF MONROE, WASHINGTON

## SUMMARY OF BENEFITS

### **EXEMPT (Non-represented)**

- 93% employer paid medical/dental/vision premiums for employee and dependents
- Retiree's medical
- Public Employees Retirement System (PERS) eligible position
- Health Reimbursement Arrangement (HRA) Voluntary Employees' Beneficiary Association (VEBA)
- Optional Navia FSA account
- 3% deferred compensation match
- \$50,000 life insurance
- Employee Assistance Program (EAP)
- Vacation and sick leave accruals, paid holidays
- Access to City workout facility

### **SEASONAL**

This position is Public Employees Retirement System (PERS) retirement eligible. Employees in this position will accrue 8 hours a month of sick leave.

### **OFFICE CLERICAL TEAMSTERS**

#### **Local Union No. 763**

- Education and longevity incentive pay
- 93% employer paid medical/dental/vision premiums for employee and dependents
- Public Employees Retirement System (PERS) eligible position
- Health Reimbursement Arrangement (HRA) Voluntary Employees' Beneficiary Association (VEBA)
- Deferred compensation plan
- Teamsters retiree's medical and pension
- \$50,000 life insurance
- Vacation and sick leave accruals
- Paid holidays
- Access to City workout facility

### **PUBLIC WORKS/PARKS TEAMSTERS**

#### **Local Union No. 763**

- Education and longevity incentive pay
- 93% employer paid medical/dental/vision premiums for employee and dependents
- Public Employees Retirement System (PERS) eligible position
- Health Reimbursement Arrangement (HRA) Voluntary Employees' Beneficiary Association (VEBA)
- Deferred compensation plan
- Teamsters retiree's medical and pension
- \$50,000 life insurance
- Vacation and sick leave accruals
- Paid holidays
- Access to City workout facility



## **SERGEANTS/LIEUTEANTS** **TEAMSTERS Local Union No. 763**

- 100% employer paid medical/dental/vision premiums for employee and dependents
- Education incentive pay
- Longevity incentive pay
- Law Enforcement Office/Fire Fighter (LEOFF) eligible position
- Health Reimbursement Arrangement (HRA) Voluntary Employees' Beneficiary Association (VEBA) retirement benefit
- Deferred compensation plan
- Retiree's medical
- \$50,000 life insurance
- Vacation and sick leave accruals
- Paid holidays
- Access to City workout facility

## **POLICE OFFICER'S GUILD**

- Medical, dental, and vision insurance for employee and qualified dependents
- Vacation, sick leave, and retirement plan; vacation accrual commensurate to years of service
- All required equipment and uniforms provided initially; then replaced as needed
- Educational Pay; (2.5%) AA Degree, (5%) Bachelors, (7%) Masters
- Longevity pay
- Spanish speaking incentive pay
- LEOFF 2 retirement eligibility
- Specialty opportunities providing up to 7% increase in pay when stacked
- On-duty workout time
- Deferred Comp program with 3% city match
- Rotating on-call compensation

**For questions regarding employee benefits, contact the City of Monroe Human Resources Department.**

**Email:** [hr@monroewa.gov](mailto:hr@monroewa.gov)

**Phone:** 360-863-4523

**Web:** [MonroeWA.gov](http://MonroeWA.gov) (Search: Human Resources)

**Location:** Monroe City Hall, 806 W Main St Monroe, WA 98272