



City of SeaTac Recap of Benefits Updated September 2025

Leave Benefits

- Vacation Accrual starts at 12 days per year and increases by one day every 1 - 2 years, maxing out at 23 days in the 16th year of employment, maximum carry over is 2X annual accrual
- Management Leave – 6 days per year for Department Heads and above
- 10 city-observed holidays per year
- 2 Floating holidays available as of January 1 of each year
- Sick Leave accrues at 8 hours per month, with no maximum
- Paid Bereavement Leave
- Paid Jury Duty Leave
- Standard Federal and State mandated leave

Health Insurance Benefits

- Medical/Pharmacy Benefits – choice of 3 plans offered through the Association of Washington Cities
 - HMO plan through Kaiser – City pays 90% of the premium and employees pay 10%
 - PPO plan through Regence, \$250/person annual deductible, City pays 90% of the premium and employees pay 10%
 - HDHP again through Regence -City pays 100% of the premium, includes an HSA account where the city matches employee contributions at a \$2 for every \$1 the employee contributes to the annual IRS maximum
- Dental – choice of 2 dental plans offered through the Association of Washington Cities, the City pays 100% of the premium for all dental plans
 - Delta Dental that includes orthodontia
 - Willamette Dental
- Vision – VSP plan offered through the Association of Washington Cities, the City pays 100% of the premium for vision coverage

Retirement Plans

- Choice of 2 pension plan options available through the State of Washington, a defined benefit plan (PERS 2) and a combination defined benefit/defined contribution plan (PERS 3). Both employees and the City contribute to the state pension plans.
- The City does not participate in Social Security and offers a 401(a) Social Security Replacement Plan to all full-time employees. Employees contribute 6.2% to this plan and the City contributes slightly less (the City contribution is reduced by the rates the City pays for employees' life and disability insurance).
- The City also offers 457 Deferred Compensation program with and matches the first 2% of employees' contributions at 40%.

Other Benefits

- Flexible Spending Account, fully employee funded
- Long Term Disability is available through the Association of Washington Cities; the City pays the entire premium
- Life Insurance, the City pays for life insurance at and employees can also elect additional coverage for themselves or their spouse
- Commute Trip Reduction Program with various rewards for different forms of alternatives to single occupancy commuting
- Wellness program with onsite lunches and other activities
- Employee Recognition program with various elements to the program
- Tuition Reimbursement