

Employee Benefits

Health: The City contributes 85% toward the monthly premiums for single or family coverage. Employee contributions to health premiums are taken as pre-tax deductions. The [West Virginia's Public Employee Insurance Agency](#) (PEIA) is The Health Plan's largest fully insured account, with over 14,000 members, since 1981. This also includes basic life insurance of \$10,000 paid by the City and additional life insurance options for the employee and dependents.

Flexible Benefit Options: [Mountaineer Flexible Benefits](#) provides optional insurance coverage including dental benefits, vision benefits, hearing benefits, flexible spending accounts, health savings accounts, long-term and short-term disability insurance, and group legal.

Retirement/Pension: The City offers an outstanding defined benefit pension plan – the Public Employees Retirement System (PERS) under the Consolidated Public Retirement Board. Specific information regarding PERS retirement benefits is available on the [West Virginia Consolidated Public Retirement Board](#) site.

Basic Leave: Vacation accrual of 10 - 20 days for basic administrative or civilian positions based on years of service, 20 days of sick leave accrued each year with 120 day accrual cap, and 13 - 15 paid holidays per year depending on elections.

Other Benefits: The City offers free employee and discounted family gym memberships to the [Bluefield Fitness and Recreation Center](#). In addition, supplemental retirement and health insurance products are also available.