

Mercer Island

Wellness Incentive

Regular nonrepresented full-time employees are entitled to receive the following Wellness Incentive:

- Employees using less than 20% of their sick leave balance (and not more than 100 hours) as of the end of the year, receive 4 hours added to their vacation balance on January 1st.
- Employees using less than 15% of their sick leave balance (and not more than 75 hours) as of the end of the year, receive 8 hours added to their vacation balance on January 1st.
- Employees using less than 10% of their sick leave balance (and not more than 50 hours) as of the end of the year, receive 12 hours added to their vacation balance on January 1st.
- Employees using less than 5% of their sick leave balance (and not more than 25 hours) as of the end of the year, receive 14 hours added to their vacation balance on January 1st.
- Employees using no sick leave during the calendar year receive 18 hours added to their vacation balance on January 1st.

Part-time employees receive the same wellness incentive on a pro-rated basis.

Employees who work under the terms of a collective bargaining agreement should refer to their contract for wellness incentive provisions.

School-based City employees are eligible to earn a Wellness Incentive effective September 1st of each year. The amount of Wellness Incentive earned by these employees will be added to their Personal Leave balance and must be used by the following September 1st.