

Department Head Monthly Benefit Summary

Hired on or after 07/01/2012

<u>City Sponsored Benefit</u>	<u>Carrier</u>	<u>Who Pays</u>	<u>Benefit</u>	<u>City Cost</u>	<u>Employee Cost</u>
Medical	BCBSM/BCN	City & Employee	Medical Insurance	up to \$568.24	\$0-\$108.11
Vision	EyeMed	City Paid	Vision insurance	\$8.58	\$0
Medical Waiver	COP	City Paid	Waiver of Medical Insurance	\$104.91	\$0
Dental	Delta Dental	City Paid	\$1,500 annual benefit	\$115.78	\$0
Basic Life/ADD	The Hartford	City Paid	1x base salary minimum \$50,000	\$.33/\$1,000 of coverage	\$0
Optional Life/ADD	The Hartford	Employee Paid	1x base salary minimum \$50,000	\$0	\$.36/\$1,000 of coverage
Optional Dependent Life	The Hartford	Employee Paid	\$10,000 spouse/\$5,000 per child	\$0	\$3.05 per month
LTD	The Hartford	City Paid	66 2/3% of base salary	\$.465 per \$100 of salary	\$0
401a Pension Plan	ICMA-RC	City Paid	10% of base salary	10% of base salary	\$0
457 Defined Contribution	ICMA-RC	Employee Paid	Employee defined	\$0	Employee defined
Roth IRA	ICMA-RC	Employee Paid	Employee defined	\$0	Employee defined
Retiree Health Savings (RHS)	ICMA-RC	City Paid	3% of base salary	3% of base salary	\$0
Health Management Program (HMP)	COP	City Paid	up to \$600	Up to \$600	\$0
Medical FSA & Dependent Care	COP	Employee Paid	Employee defined	\$0	Employee defined
Employee Assistance Program (EAP)	HelpNet	City Paid	Counseling, Legal, ID recovery	\$2.33	\$0
Leave Time					
Sick	COP	City Paid	8 hours per month/1,000 max		
Vacation	COP	City Paid	80 hours annually		
Personal	COP	City Paid	16 hours annually		
Preference Holiday	COP	City Paid	24 hours annually		
Paid Holidays	COP	City Paid	8 1/2 days annually		

Insurance information based on Single Coverage

This document is intended to be a summary of benefits and may not be all inclusive. Benefits are subject to change by the city and may also change based upon the terms and conditions of the benefit summary plan documents.



Updated March 2020