



City of Grand Rapids, Michigan
City Engineer Fringe Benefits Guide Sheet

SALARY: \$101,269 to \$129,170

HEALTH INSURANCE: (Plan administrators: Meritain Health/Cofinity/4D Pharmacy/Delta)

Medical: (See Summary Plan Document for full details)

- \$ 20 Co-pay for Office visits
- \$150 Deductible
- \$100 Co-pay for Emergency Room visits
- 20% Co-insurance for Hospitalization (with a maximum of \$850 per family per calendar year)

Dental: \$1,000 per person per calendar year (25% co-pay) preventative, restorative, and denture/bridges.

Vision: \$200 per person per calendar year (examination, lenses, and/or frames).

Prescriptions: Co-pays: \$10 Generic/\$20 Brand Name: Required OTC - 1st prescription

Nurse Advocate Program: Free confidential assistance with healthcare questions.

Opt-out Program: Receive \$150 per month into ICMA-RC 457 plan in lieu of health insurance.

Retiree Health: After six (6) months of employment, the City shall contribute \$750 annually and the employee shall contribute \$375 annually; · After completing one (1) year of employment, the City shall contribute \$1,500 annually and the employee shall contribute \$750 annually; · After completing two (2) years of employment, the City shall contribute \$2,000 annually and the employee shall contribute \$1,100 annually

REQUIRED CONTRIBUTION TOWARD HEALTH CARE:

20% Premium Sharing (of City's blended-tiered rate)

RETIREMENT: City of Grand Rapids Defined Contribution Plan - 401(a)

- Mandatory 6.00% employee contribution with matching 6.00% employer contribution.
- 6.00% employer contributions with 100% immediate vesting.

SECTION 125 BENEFITS AND CAFETERIA BENEFITS (Voluntary Enrollment):

- Disability Insurance, Individual Life Insurance, Cancer Insurance, etc.
- Flexible Spending Accounts (Medical and Daycare Reimbursement)
- Voluntary Group Life Insurance

DEFERRED COMPENSATION (VOLUNTARY)

ICMA 457 Deferred Compensation Plan – (employee contribution only)

ICMA Roth IRA Plan – (after-tax)

DEATH BENEFIT: \$60,000

INCOME MAINTENANCE: 75% up to one (1) year.

PARKING: (FREE PARKING ACCESS CITYWIDE)

TUITION REIMBURSEMENT: (Per City Commission Policy #600-04 – allowed to take formal education courses for academic credit with reimbursement.)

EMPLOYEE ASSISTANCE PROGRAM: EAP Counseling services (5 free visits per year)