



2015 Summary of Benefits — General Employees

INSURANCE MONTHLY RATES	HEALTH INSURANCE “Blended” Plan	HEALTH INSURANCE High Deductible Plan w/HSA	DENTAL MONTHLY RATE
Employee Only	67.49	32.50	37.07
Employee + Spouse	145.65	126.65	70.03
Employee + Child(ren)	104.33	90.72	78.27
Employee + Spouse + Child(ren)	511.60	444.87	111.22

Employees who **Decline health insurance** must provide proof of active group coverage will receive an additional \$500 contribution to Wellness Fund

Employees who **Elect High Deductible Plan with HSA** will receive a City contribution of \$1500 (or prorated amount) to their Health Savings Account (HSA).

Employees with Dependents on their health insurance may receive a matchup to max of \$750 from the city to their HSA. The deductible for the HDHP is \$1,500 (Individual) and \$3,000 (Employee + Spouse/Child/Family)

HDHP	Deductible	City to HSA	You Contribute to HSA	City Add'l Match	Total HSA
Employee Only	\$1,500	\$1,500	\$28.84 per pay = \$750		\$1500
Employee + Dependents	\$3,000	\$1,500	\$28.84 per pay = \$750	Up to \$750	\$3000

Accrued Leave:

Sick Leave 12 days per year

Paid Holidays 12 per year

Annual Leave 12 days per year (Years 1-4) 15 days (Years 5-10) 20 days (Years 10 +)

Upon termination employee will receive a maximum pay-out up to 320 hours sick and 320 hours of annual accrued leave

Employees may use accrued leave over a certain amount to be reimbursed for technology and wellness items.

City provides at no cost to employee:

Long Term Disability Insurance (begins on 91st day of continuous absence)

Life Insurance (for amount equal to annual base salary)

Accidental Death & Dismemberment (for amount equal to annual base salary)

Contribution to 401(a) of an additional 10% each payroll.

EAP program—4 visits per person/per issue/per year

Employee may apply for the following at his/her cost:

Short Term Disability Insurance (begins on 8th day of absence to the 90th day)

Voluntary additional Life Insurance (Guaranteed Issue to a max of \$100,000 if elected as new hire)

Voluntary additional Spouse Life Insurance (Guaranteed Issue to a max of \$30,000 if elected as new hire)

Voluntary additional Child Life (\$10,000 policy @ \$2.00 per month any number of children, same cost)

457(b) —Recommended enrollment of 3% of gross salary + City 2% match (for members of a bargaining unit, must be included in contract). May opt out or elect other contribution.

Roth 457b and 529 College Fund

Aflac Policies for Accident, Hospital, Cancer and Specified Health

Wellness Program:

Employees have opportunity to receive up to \$100 per year in \$25.00 gift cards

Employees may be reimbursed 50% of wellness-related items, up to a max of \$100.00 (\$600.00 opt-out of City insurance)

Tuition Reimbursement: Up to \$205 per undergraduate hour and Up to \$433 per graduate hour (max of 6 per semester)
Subject to change without notice. Revised 11/14/2014