

SUMMARY OF CITY EMPLOYEE BENEFITS

Benefits cited below are for 40 hour/week employees and may differ for Management Level, Part-Time, and Library positions. Long-term temporary employees are eligible for all benefits except retirement. Temporary, relief, and intern employees are not eligible for benefits.



LEAVE:

Vacation: Need some time off? Use it, you earned it!

Years Worked	0 - <3	3 - <5	5 - <10	10 - <15	15 - <20	20 - <25	25+
Hours Accrued Biweekly	3.09	3.85	4.62	5.4	6.16	6.93	7.7

Sick: Under the weather? Earn 4.62 hours biweekly, approximately 120 hours a year, with no limit on accumulation to be used to care for yourself and qualifying family members.

Holidays: Enjoy 14 paid holidays per year. (13 observed, 1 floating)

INSURANCE:

Aetna Medical Plans: Coverage is effective on the first of the month following date of hire.

- Choose from two options:
 - Select HMO with City funded HRA (\$0 premium for employee-only coverage)
 - Choice POS (\$13.02 biweekly premium for employee-only coverage)
- Prescription Card: (\$10 generic, \$30 lower cost name brand, \$55 higher cost name brand, 20% up to \$150 for specialty drugs)
- Mail Order Maintenance Prescription Drug Program (\$20 generic, \$60 lower cost name brand, \$110 higher cost brand) not available for speciality drugs)

Delta Dental Plan:

- Diagnostic and Preventative – 100% of allowable charge; Basic Dental Care- 80%; Major Dental Care- 50%
- Primary- \$50 deductible, 80/20; Prosthetic and Complex Restorative- \$50, 50/50
- \$1,500 Annual benefit maximum
- \$1,000 Orthodontic benefit (children to age 19)

MetLife Vision Plan: (Optional)

- \$2.50 premium paid bi-weekly for employee-only coverage. Dependent care coverage also available.
- Eye health exam, dilatation, prescription and refraction of glasses covered after \$10 co-pay
- \$130 allowance for frames, after co-pay, plus additional discounts where accepted.

Life: In the event of your death, your beneficiary will receive twice your annual salary. Supplementary policies for you and your dependents are available.

Long Term Disability: Upon approval for a long-term illness or injury, you can receive up to 60% of your earnings after a 90-day wait period.

Voluntary Benefits: Accident, Critical Illness, Hospital Indemnity insurance; Short-Term Disability; Identity Theft Protection

RETIREMENT:

Pension:

- Choose from two options:
 - A Defined Benefit Pension plan pays a monthly benefit in retirement using a defined formula based on the employee's earnings history, tenure of service, and age. Our plan has a 5 year vesting period and an employee contribution of 5% of salary.
 - A Defined Contribution 401a plan in which fixed contributions are paid into an individual's account by the employer, the contributions are invested, returns (positive or negative) are credited to the account, and the account balance is used to provide retirement benefits. The vesting schedule for our 401a plan is 33% after one year of service, 67% after two years of service, and 100% vesting after three years of service. There is no required contribution from salary. (Note: the Defined Contribution retirement plan is the only plan available for Library employees).

Supplement: Deferred Compensation 457 available for you to invest your own money for additional retirement savings.

VOLUNTARY:

Wellness:

- Gym Membership Reimbursement Program (up to \$34.00 per month)
- Bicycle Commuter Program: Reimbursement up to \$20 per month for reasonable bicycle commuting expenses
- Online wellness resources and Lunch-and-Learn Sessions

Employee Assistance Program: A variety of confidential, personal professional services for you and your family available 24 hours a day.

Tuition Reimbursement: Up to \$1,500 for undergrad or up to \$3,000 for graduate level courses per fiscal year for career-related courses.

Flexible Spending Accounts: Expense accounts available for health care, dependent care and parking/mass transit.