



City of Hallandale Beach

Benefits Summary

City Commission Members

Effective October 1, 2018 through September 30, 2019

POSITIONS

This is a general outline of fringe benefits. A complete explanation of benefits, benefit eligibility and restrictions will be provided during New Hire Orientation.

Mayor

Vice Mayor

The City Commission members listed in the left margin are eligible for the City's Elected Officials Benefits Package, which includes:

Commissioner

- Health Insurance
- Dental Insurance
- Vision Program
- Basic Term Life Insurance
- Supplemental Life Insurance
- 401(a) Retirement Plan
- Discounted Supplemental Insurances
- Tax Deferred 125 Plans
- 457 Deferred Compensation Plan
- Retirement Health Savings Account
- Employee Assistance Program
- Credit Union
- Direct Deposit

I. Insurance Options

Health Insurance

The City provides Elected Officials with health insurance benefits through Cigna Health Care Plan. The City pays 100% of the premium cost for the Elected Official as well as the dependent(s). Please see the insurance package for additional plan information.

Dental Insurance

The City provides Elected Officials with dental insurance through Delta Dental, of which two options (Delta Care or Delta Dental PPO) are offered. The City pays 100% premiums for the Elected Official as well as the dependent(s) coverage.

Vision Program

Vision coverage on routine eye exams, eyeglasses and contact lenses is available through United Health Care. The City pays 100% coverage for the Elected Official only. See plan information for details regarding the vision care program.

Life Insurance / Accidental Death and Dismemberment Insurance

The City provides all Elected Officials with \$25,000 in term life insurance.

Supplemental Life Insurance / Supplemental AD&D Insurance

Elected Officials may purchase supplemental term life insurance up to \$500,000 on an individual-choice basis with premiums based on age. See information packet for details.

Discounted Supplemental Insurances

Several supplemental insurances are offered through AFLAC at discounted rates for Elected Officials. Plans include: Accident; Cancer; Specified Health Event Coverage; Hospital Confinement Protection; and Short-term Disability.

II. Retirement/Savings Accounts

Elected Officials Retirement Plan

BENEFITS SUMMARY
Elected Officials
October 2018 through September 2019

Participation in the City's Elected Officials Retirement Plan is mandatory for all eligible positions. Elected Officials shall participate in a 401(a) retirement plan. Starting the first day of employment in an Elected position, the City will start contributing 17% of an Elected Officials' salary, and the Elected Official will contribute 4.60% of their salary.

Deferred Compensation Plan (457 Plan)

The City makes available a deferred compensation plan (ICMA 457 plan), for which the Elected Official may voluntarily contribute to on a tax-deferred basis. No employer contributions.

Roth IRA Savings Plan (Roth IRA)

The City makes available a Roth IRA savings plan, through which the Elected Official may voluntarily make after-tax contributions through payroll deductions. No employer contributions are made.

Retirement Health Savings Account

An employer-sponsored health benefit savings account that allows you to accumulate assets to pay for medical expenses on a tax-free basis upon separation from employment with the City. The City will contribute \$80.00/month starting the first full month of employment. Vesting is 100% after 4 years of continuous service.

III. Other Benefits

Flexible Spending Account

The City offers two Flexible Spending Accounts through WageWorks, which provide pre-tax savings for Elected Officials. One plan covers dependent care and the other provides for medical reimbursement. Flexible spending account selection can only be made during the annual Open Enrollment period.

Employee Assistance Program

The City offers an Employee Assistance Program to all City employees who may need free, confidential and professional counseling to help resolve personal or family problems.

Credit Union

Elected Officials may participate in the City/County Credit Union. In addition to savings and checking accounts, the Credit Union offers different types of loans, investment choices and recreational opportunities.

Updated 10/01/18



City of Hallandale Beach

Benefits Summary

First Tier Management Employees

Effective October 1, 2018 through September 30, 2019

POSITIONS

This is a general outline of employee fringe benefits. A complete explanation of benefits, benefit eligibility and restrictions will be provided during New Hire Orientation.

City Manager

We believe City employees to be our most valuable asset. To attract and retain the best employees, we offer a competitive salary and benefits package which includes training, educational assistance, performance appraisal and a merit program.

City Attorney

Deputy City
Manager

The Management employees listed in the left margin are eligible for the City's First Tier Management Benefits Package, which includes:

Assistant City
Manager

- Health Insurance
- Dental Insurance
- Vision Program
- Basic Term Life Insurance
- Supplemental Life Insurance
- 401(a) Retirement Plan
- Voluntary 401(a) Match Plan
- Long Term Disability Insurance
- Discounted Supplemental Insurances
- Tax Deferred 125 Plans
- 457 Deferred Compensation Plan
- Paid Vacation Days
- Paid Holidays
- Paid Sick Leave / Family Sick Leave
- Educational Reimbursement Program
- Retirement Health Savings Account
- Employee Assistance Program
- Credit Union
- Direct Deposit

Department
Directors

Fire Chief

Police Chief

I. Insurance Options

Health Insurance

The City provides employees with health insurance benefits through Cigna Health Care Plan. The City pays 100% of the premium cost for employee and dependent(s). Please see the insurance package for additional plan information.

Dental Insurance

The City provides employees with dental insurance through Delta Dental, of which two options (Delta Care or Delta Dental PPO) are offered. The City pays 100% premiums for employee and dependent(s) coverage.

Additional Insurance Allowance

First-Tier Management employees receive an annual allowance of \$1,300 to be used toward additional health/dental premiums and/or the purchase of additional insurances as described below.

Vision Program

Vision coverage on routine eye exams, eyeglasses and contact lenses is available through United Health Care. The City pays 100% coverage for employee only. See plan information for details regarding the vision care program.

Life Insurance / Accidental Death and Dismemberment Insurance

The City provides all full-time employees with \$25,000 in term life insurance. There is no cost to employees for this benefit.

Supplemental Life Insurance / Supplemental AD&D Insurance

Employees may purchase supplemental term life insurance up to \$500,000 on an individual-choice

basis with premiums based on age. See information packet for details.

Discounted Supplemental Insurances

Several supplemental insurances are offered through AFLAC at discounted rates for City employees. Plans include: Accident; Cancer; Specified Health Event Coverage; Hospital Confinement Protection; and Short-term Disability.

II. Retirement/Savings Accounts

Professional/Management Retirement Plan

Participation in the City's Professional/Management Retirement Plan is mandatory for all eligible positions. Professional/Management employees shall participate in a 401(a) retirement plan. Starting the first day of employment in a professional/management position, the City will start contributing 15% of an employees' salary, and the employee will contribute 5.50% of their salary. Vesting in the plan is 25% after 3 years of continuous service; 50% after 4 years of continuous service; and, 100% after 5 years of continuous service. The Police Chief and Fire Chief will participate in the Police & Fire Defined Benefit Pension Plan.

Voluntary 401(a) Match Plan

The City offers a voluntary 401(a) City-matching program, in which the City will contribute up to a 3% salary match on a bi-weekly basis into a 401(a) Defined Contribution account. The City will contribute a match of 1%, 2%, or 3% based on the employee selection. Vesting is 100% upon plan enrollment.

Deferred Compensation Plan (457 Plan)

The City makes available a deferred compensation plan (ICMA 457 plan), for which the employee may voluntarily contribute to on a tax-deferred basis. No employer contributions.

Roth IRA Savings Plan (Roth IRA)

The City makes available a Roth IRA savings plan, through which the employee may voluntarily make after-tax contributions through payroll deductions. No employer contributions are made.

Retirement Health Savings Account

An employer-sponsored health benefit savings account that allows you to accumulate assets to pay for medical expenses on a tax-free basis upon separation from employment with the City. The City will contribute \$80.00/month starting the first full month of employment. Vesting is 100% after 4 years of continuous service.

III. Paid Leave

Vacation

Professional/management employees accrue 128 hours (10.66 hours/month) of vacation leave per year. Accrual begins immediately and may be taken after three (3) months of employment.

Holidays

The City observes 10 paid holidays throughout the year.

Sick Leave / Family Sick Leave

Full-time employees accrue 96 hours (8 hours/month) of sick leave per year. An employee may elect to use up to 4 days per year of accrued sick time for illness in his/her immediate family.

IV. Other Benefits

Long Term Disability

The City provides Long Term Disability insurance to eligible employees with no waiting period. At no

BENEFITS SUMMARY
First Tier Management Employees
October 2018 through September 2019

cost to the employee, the City will provide a benefit plan equal to 50% of the monthly salary benefit up to \$1,000. Employees have the option to purchase additional coverage up to 60% of the monthly salary benefit not to exceed \$5,000. The cost for the additional coverage is calculated based on salary.

Flexible Spending Account

The City offers two Flexible Spending Accounts through WageWorks, which provide pre-tax savings for employees. One plan covers dependent care and the other provides for medical reimbursement. Employees may set-up a flexible spending account during the annual Open Enrollment period only.

Employee Assistance Program

The City offers an Employee Assistance Program to all City employees who may need free, confidential and professional counseling to help resolve personal or family problems.

Education Reimbursement Program

The Education Reimbursement Program reimburses eligible employees for successful completion of approved courses leading to an Associate, Bachelor or a Graduate degree that is directly related to the employee's position. Eligibility begins after one year of employment and is dependent on budgeted funds.

Credit Union

All City employees may participate in the City/County Credit Union. In addition to savings and checking accounts, the Credit Union offers different types of loans, investment choices and recreational opportunities.

Updated 10/01/18



Hallandale Beach
PROGRESS. INNOVATION. OPPORTUNITY.

City of Hallandale Beach Benefits Summary

Second Tier Management Employees Effective October 1, 2018 through September 30, 2019

POSITIONS

This is a general outline of employee fringe benefits. A complete explanation of benefits, benefit eligibility and restrictions will be provided during New Hire Orientation.

Assistant Chief
of Police

We believe City employees to be our most valuable asset. To attract and retain the best employees, we offer a competitive salary and benefits package which includes training, educational assistance, performance appraisal and a merit program.

Assistant City
Attorney

The Management employees listed in the left margin are eligible for the City's Second Tier Management Benefits Package, which includes:

Assistant
Department
Directors

- Health Insurance
- Dental Insurance
- Vision Program
- Basic Term Life Insurance
- Supplemental Life Insurance
- 401(a) Retirement Plan
- Voluntary 401(a) Match Plan
- Long Term Disability Insurance
- Discounted Supplemental Insurances
- Tax Deferred 125 Plans
- 457 Deferred Compensation Plan
- Paid Vacation Days
- Paid Holidays
- Paid Sick Leave / Family Sick Leave
- Educational Reimbursement Program
- Retirement Health Savings Account
- Employee Assistance Program
- Credit Union
- Direct Deposit

Building Official

Deputy City
Attorney

Deputy Fire
Chief

Principal Planner

I. Insurance Options

Health Insurance

The City provides employees with health insurance benefits through Cigna Health Care Plan. The City pays 100% of the premium cost for employee and 90% for dependent(s). Please see the insurance package for additional plan information.

Dental Insurance

The City provides employees with dental insurance through Delta Dental, of which two options (Delta Care or Delta Dental PPO) are offered. The City pays 100% premiums for employee and 90% for dependent(s) coverage.

Additional Insurance Allowance

Second-Tier Management employees receive an annual allowance of \$1,000 to be used toward additional health/dental premiums and/or the purchase of additional insurances as described below.

Vision Program

Vision coverage on routine eye exams, eyeglasses and contact lenses is available through United Health Care. The City pays 100% coverage for employee only. See plan information for details regarding the vision care program.

Life Insurance / Accidental Death and Dismemberment Insurance

The City provides all full-time employees with \$25,000 in term life insurance. There is no cost to employees for this benefit.

Supplemental Life Insurance / Supplemental AD&D Insurance

Employees may purchase supplemental term life insurance up to \$500,000 on an individual-choice

basis with premiums based on age. See information packet for details.

Discounted Supplemental Insurances

Several supplemental insurances are offered through AFLAC at discounted rates for City employees. Plans include: Accident; Cancer; Specified Health Event Coverage; Hospital Confinement Protection; and Short-term Disability.

II. Retirement/Savings Accounts

Professional/Management Retirement Plan

Participation in the City's Professional/Management Retirement Plan is mandatory for all eligible positions. Professional/Management employees shall participate in a 401A retirement plan. Starting the first day of employment in a professional/management position, the City will start contributing 13% of an employees' salary, and the employee will contribute 4% of their salary. Vesting in the plan is 25% after 3 years of continuous service; 50% after 4 years of continuous service; and, 100% after 5 years of continuous service.

Voluntary 401(a) Match Plan

The City offers a voluntary 401(a) City-matching program, in which the City will contribute up to a 3% salary match on a bi-weekly basis into a 401(a) Defined Contribution account. The City will contribute a match of 1%, 2%, or 3% based on the employee selection. Vesting is 100% upon plan enrollment.

Deferred Compensation Plan (457 Plan)

The City makes available a deferred compensation plan (ICMA 457 plan), for which the employee may voluntarily contribute to on a tax-deferred basis. No employer contributions.

Roth IRA Savings Plan (Roth IRA)

The City makes available a Roth IRA savings plan, through which the employee may voluntarily make after-tax contributions through payroll deductions. No employer contributions are made.

Retirement Health Savings Account

An employer-sponsored health benefit savings account that allows you to accumulate assets to pay for medical expenses on a tax-free basis upon separation from employment with the City. The City will contribute \$80.00/month starting the first full month of employment. Vesting is 100% after 4 years of continuous service.

III. Paid Leave

Vacation

Professional/management employees accrue 128 hours (10.66 hours/month) of vacation leave per year. Accrual begins immediately and may be taken after three (3) months of employment.

Holidays

The City observes 10 paid holidays throughout the year.

Sick Leave / Family Sick Leave

Full-time employees accrue 96 hours (8 hours/month) of sick leave per year. An employee may elect to use up to 4 days per year of accrued sick time for illness in his/her immediate family.

IV. Other Benefits

Long Term Disability

The City provides Long Term Disability insurance to eligible employees with no waiting period. At no cost to the employee, the City will provide a benefit plan equal to 50% of the monthly salary benefit up to \$1,000. Employees have the option to purchase additional coverage up to 60% of the monthly salary

BENEFITS SUMMARY
Second Tier Management Employees
October 2018 through September 2019

benefit not to exceed \$5,000. The cost for the additional coverage is calculated based on salary.

Flexible Spending Account

The City offers two Flexible Spending Accounts through WageWorks, which provide pre-tax savings for employees. One plan covers dependent care and the other provides for medical reimbursement. Employees may set-up a flexible spending account during the annual Open Enrollment period only.

Education Reimbursement Program

The Education Reimbursement Program reimburses eligible employees for successful completion of approved courses leading to an Associate, Bachelor or a Graduate degree that is directly related to the employee's position. Eligibility begins after one year of employment and is dependent on budgeted funds.

Employee Assistance Program

The City offers an Employee Assistance Program to all City employees who may need free, confidential and professional counseling to help resolve personal or family problems.

Credit Union

All City employees may participate in the City/County Credit Union. In addition to savings and checking accounts, the Credit Union offers different types of loans, investment choices and recreational opportunities.

Updated 10/01/18



Hallandale Beach
PROGRESS. INNOVATION. OPPORTUNITY.

City of Hallandale Beach Benefits Summary

Third Tier Management Employees Effective October 1, 2018 through September 30, 2019

POSITIONS

This is a general outline of employee fringe benefits. A complete explanation of benefits, benefit eligibility and restrictions will be provided during New Hire Orientation.

Assistant Fire
Marshal

We believe City employees to be our most valuable asset. To attract and retain the best employees, we offer a competitive salary and benefits package which includes training, educational assistance, performance appraisal and a merit program.

Capital Projects
Manager

The Management employees listed in the left margin are eligible for the City's Third Tier Management Benefits Package, which includes:

Code Compliance
Official

Contract and Asset
Manager

Deputy City Clerk

Fire Division Chief

Fire Marshal

Fleet Administrator

- Health Insurance
- Dental Insurance
- Vision Program
- Basic Term Life Insurance
- Supplemental Life Insurance
- 401(a) Retirement Plan
- Voluntary 401(a) Match Plan
- Long Term Disability Insurance
- Discounted Supplemental Insurances
- Tax Deferred 125 Plans
- Employee Assistance Program
- 457 Deferred Compensation Plan
- Paid Vacation Days
- Paid Holidays
- Paid Sick Leave / Family Sick Leave
- Educational Reimbursement Program
- Retirement Health Savings Account
- Credit Union
- Direct Deposit

IT Infrastructure
Manager

I. Insurance Options

Health Insurance

Operations Manager

The City provides employees with health insurance benefits through Cigna Health Care Plan. The City pays 100% of the premium cost for employee and 90% for dependent(s). Please see the insurance package for additional plan information.

Police Captain

Dental Insurance

Police Major

The City provides employees with dental insurance through Delta Dental, of which two options (Delta Care or Delta Dental PPO) are offered. The City pays 100% premiums for employee and 90% for dependent(s) coverage.

Risk Manager

Additional Insurance Allowance

Water Plant Manager

Third-Tier Management employees receive an annual allowance of \$700 to be used toward additional health/dental premiums and/or the purchase of additional insurances as described below.

Vision Program

Vision coverage on routine eye exams, eyeglasses and contact lenses is available through United Health Care. The City pays 100% coverage for employee only. See plan information for details regarding the vision care program.

Life Insurance / Accidental Death and Dismemberment Insurance

The City provides all full-time employees with \$25,000 in term life insurance. There is no cost to employees for this benefit.

Supplemental Life Insurance / Supplemental AD&D Insurance

Employees may purchase supplemental term life insurance up to \$500,000 on an individual-choice

basis with premiums based on age. See information packet for details.

Discounted Supplemental Insurances

Several supplemental insurances are offered through AFLAC at discounted rates for City employees. Plans include: Accident; Cancer; Specified Health Event Coverage; Hospital Confinement Protection; and Short-term Disability.

II. Retirement/Savings Accounts

Professional/Management Retirement Plan

Participation in the City's Professional/Management Retirement Plan is mandatory for all eligible positions. Professional/Management employees shall participate in a 401(a) retirement plan. Starting the first day of employment in a professional/management position, the City will start contributing 11% of an employees' salary, and the employee will contribute 3% of their salary. Vesting in the plan is 20% after 3 years of continuous service; 40% after 4 years of continuous service; 60% after 5 years of continuous service; 80% after 6 years of continuous service; and, 100% after 7 years of continuous service.

Voluntary 401(a) Match Plan

The City offers a voluntary 401(a) City-matching program, in which the City will contribute up to a 3% salary match on a bi-weekly basis into a 401(a) Defined Contribution account. The City will contribute a match of 1%, 2%, or 3% based on the employee selection. Vesting is 100% upon plan enrollment.

Deferred Compensation Plan (457 Plan)

The City makes available a deferred compensation plan (ICMA 457 plan), for which the employee may voluntarily contribute to on a tax-deferred basis. No employer contributions.

Retirement Health Savings Account

An employer-sponsored health benefit savings account that allows you to accumulate assets to pay for medical expenses on a tax-free basis upon separation from employment with the City. The City will contribute \$80.00/month starting the first full month of employment. Vesting is 100% after 4 years of continuous service.

Roth IRA Savings Plan (Roth IRA)

The City makes available a Roth IRA savings plan, through which the employee may voluntarily make after-tax contributions through payroll deductions. No employer contributions are made.

III. Paid Leave

Vacation

Professional/management employees accrue 128 hours (10.66 hours/month) of vacation leave per year. Accrual begins immediately and may be taken after three (3) months of employment.

Holidays

The City observes 10 paid holidays throughout the year.

Sick Leave / Family Sick Leave

Full-time employees accrue 96 hours (8 hours/month) of sick leave per year. An employee may elect to use up to 4 days per year of accrued sick time for illness in his/her immediate family.

IV. Other Benefit

Long Term Disability

The City provides Long Term Disability insurance to eligible employees with no waiting period. At no cost to the employee, the City will provide a benefit plan equal to 50% of the monthly salary benefit up to

BENEFITS SUMMARY
Third Tier Management Employees
October 2018 through September 2019

\$1,000. Employees have the option to purchase additional coverage up to 60% of the monthly salary benefit not to exceed \$5,000. The cost for the additional coverage is calculated based on salary.

Flexible Spending Account

The City offers two Flexible Spending Accounts through WageWorks, which provide pre-tax savings for employees. One plan covers dependent care and the other provides for medical reimbursement. Employees may set-up a flexible spending account during the annual Open Enrollment period only.

Employee Assistance Program

The City offers an Employee Assistance Program to all City employees who may need free, confidential and professional counseling to help resolve personal or family problems.

Education Reimbursement Program

The Education Reimbursement Program reimburses eligible employees for successful completion of approved courses leading to an Associate, Bachelor or a Graduate degree that is directly related to the employee's position. Eligibility begins after one year of employment and is dependent on budgeted funds.

Credit Union

All City employees may participate in the City/County Credit Union. In addition to savings and checking accounts, the Credit Union offers different types of loans, investment choices and recreational opportunities.

Updated 10/01/2018



Hallandale Beach
PROGRESS. INNOVATION. OPPORTUNITY.

City of Hallandale Beach Benefits Summary

Fourth Tier Management Employees Effective October 1, 2018 through September 30, 2019

POSITIONS

This is a general outline of employee fringe benefits. A complete explanation of benefits, benefit eligibility and restrictions will be provided during New Hire Orientation.

Accountant I/II

Associate Planner

CRA Financial
Management
Analyst

Engineer I/II/III

GIS Coordinator

Grants Manager

Green Initiatives
Coordinator

HR
Strategic/Operations
Supervisor

IT Application
Support Analyst

Mobility &
Transportation
Planner

Project Manager

Senior Budget
Analyst

Senior IT Systems
Analyst

Senior Services
Supervisor

Special Projects
Coordinator

We believe City employees to be our most valuable asset. To attract and retain the best employees, we offer a competitive salary and benefits package which includes training, educational assistance, performance appraisal and a merit program.

The Management employees listed in the left margin are eligible for the City's Fourth Tier Management Benefits Package, which includes:

- Health Insurance
- Dental Insurance
- Vision Program
- Basic Term Life Insurance
- Supplemental Life Insurance
- 401(a) Retirement Plan
- Voluntary 401(a) Match Plan
- Long Term Disability Insurance
- Discounted Supplemental Insurances
- Tax Deferred 125 Plans
- 457 Deferred Compensation Plan
- Paid Vacation Days
- Paid Holidays
- Paid Sick Leave / Family Sick Leave
- Educational Reimbursement Program
- Retirement Health Savings Account
- Employee Assistance Program
- Credit Union
- Direct Deposit

I. Insurance Options

Health Insurance

The City provides employees with health insurance benefits through Cigna Health Care Plan. The City pays 100% of the premium cost for employee and 80% for dependent(s). Please see the insurance package for additional plan information.

Dental Insurance

The City provides employees with dental insurance through Delta Dental, of which two options (Delta Care or Delta Dental PPO) are offered. The City pays 100% premiums for employee and 80% for dependent coverage.

Vision Program

Vision coverage on routine eye exams, eyeglasses and contact lenses is available through United Health Care. The City pays 100% coverage for employee only. See plan information for details regarding the vision care program.

Life Insurance / Accidental Death and Dismemberment Insurance

The City provides all full-time employees with \$25,000 in term life insurance. There is no cost to employees for this benefit.

Supplemental Life Insurance / Supplemental AD&D Insurance

Employees may purchase supplemental term life insurance up to \$500,000 on an individual-choice basis with premiums based on age. See information packet for details.

Discounted Supplemental Insurances

Several supplemental insurances are offered through AFLAC at discounted rates for City employees. Plans include: Accident; Cancer; Specified Health Event Coverage; Hospital Confinement Protection;

Youth Services
Supervisor

and Short-term Disability.

II. Retirement/Savings Accounts

Professional/Management Retirement Plan

Participation in the City's Professional/Management Retirement Plan is mandatory for all eligible positions. Professional/Management employees shall participate in a 401(a) retirement plan. Starting the first day of employment in a professional/management position, the City will start contributing 11% of an employees' salary, and the employee will contribute 3% of their salary. Vesting in the plan is 20% after 3 years of continuous service; 40% after 4 years of continuous service; 60% after 5 years of continuous service; 80% after 6 years of continuous service; and, 100% after 7 years of continuous service.

Voluntary 401(a) Match Plan

The City offers a voluntary 401(a) City-matching program, in which the City will contribute up to a 3% salary match on a bi-weekly basis into a 401(a) Defined Contribution account. The City will contribute a match of 1%, 2%, or 3% based on the employee selection. Vesting is 100% upon plan enrollment.

Deferred Compensation Plan (457 Plan)

The City makes available a deferred compensation plan (ICMA 457 plan), for which the employee may voluntarily contribute to on a tax-deferred basis. No employer contributions.

Roth IRA Savings Plan (Roth IRA)

The City makes available a Roth IRA savings plan, through which the employee may voluntarily make after-tax contributions through payroll deductions. No employer contributions are made.

Retirement Health Savings Account

An employer-sponsored health benefit savings account that allows you to accumulate assets to pay for medical expenses on a tax-free basis upon separation from employment with the City. The City will contribute \$80.00/month starting the first full month of employment. Vesting is 100% after 4 years of continuous service.

III. Paid Leave

Vacation

Professional/management employees accrue 128 hours (10.66 hours/month) of vacation leave per year. Accrual begins immediately and may be taken after three (3) months of employment.

Holidays

The City observes 10 paid holidays throughout the year.

Sick Leave / Family Sick Leave

Full-time employees accrue 96 hours (8 hours/month) of sick leave per year. An employee may elect to use up to 4 days per year of accrued sick time for illness in his/her immediate family.

IV. Other Benefits

Long Term Disability

The City provides Long Term Disability insurance to eligible employees with no waiting period. At no cost to the employee, the City will provide a benefit plan equal to 50% of the monthly salary benefit up to \$1,000. Employees have the option to purchase additional coverage up to 60% of the monthly salary benefit not to exceed \$5,000. The cost for the additional coverage is calculated based on salary.

Flexible Spending Account

The City offers two Flexible Spending Accounts through WageWorks, which provide pre-tax savings for

BENEFITS SUMMARY
Fourth Tier Management Employees
October 2018 through September 2019

employees. One plan covers dependent care and the other provides for medical reimbursement. Employees may set-up a flexible spending account during the annual Open Enrollment period only.

Education Reimbursement Program

The Education Reimbursement Program reimburses eligible employees for successful completion of approved courses leading to an Associate, Bachelor or a Graduate degree that is directly related to the employee's position. Eligibility begins after one year of employment and is dependent on budgeted funds.

Employee Assistance Program

The City offers an Employee Assistance Program to all City employees who may need free, confidential and professional counseling to help resolve personal or family problems.

Credit Union

All City employees may participate in the City/County Credit Union. In addition to savings and checking accounts, the Credit Union offers different types of loans, investment choices and recreational opportunities.

Updated 10/01/18