



	What is it?	What's the value?																												
Health and Dental Insurance	<p>Group medical insurance to cover your and your family's health care costs. Wellness and preventive services are covered 100% and there is no pre-existing condition exclusion.</p> <p>Includes Dental Insurance.</p> <p>Plans available through The Local Choice:</p> <ul style="list-style-type: none"> • Anthem BC/BS PPO • High-Deductible Health Plan • Kaiser HMO 	<p>Full-Time: City pays 80% of the premium for single coverage and 78% for dual and family coverage.</p> <p>Part-Time: City pays 70% of the premium for all levels</p> <p>The employee portion of the premium is deducted from your paycheck pre-tax.</p> <p>(See attached for current plan-year premiums)</p>																												
Retirement: Pension Plans	<p>Basic Pension Plan for permanent City employees working 20 hours per week or more.</p> <p>Police Pension Plan for sworn law-enforcement officers.</p> <p>5-year vesting period.</p> <p>Benefit based on highest average salary and total years of service.</p> <p>Full Summary Plan Description is available in Human Resources.</p>	<p>Basic Plan: 5% pre-tax employee contribution; Actuarially Determined City contribution.</p> <p><i>For those hired after January 1, 2011:</i></p> <div style="border: 1px solid blue; border-radius: 15px; padding: 10px; margin: 10px 0;"> <p>Basic retirement example:</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="padding: 2px;">Final Average Compensation:</td> <td style="text-align: right; padding: 2px;">\$45,000</td> </tr> <tr> <td style="padding: 2px;">times 1.8%</td> <td style="text-align: right; padding: 2px;"><u> x .018</u></td> </tr> <tr> <td></td> <td style="text-align: right; padding: 2px;">\$ 810</td> </tr> <tr> <td style="padding: 2px;">times Years of Service</td> <td style="text-align: right; padding: 2px;"><u> x 30</u></td> </tr> <tr> <td style="padding: 2px;">equals Normal Retirement Benefit</td> <td style="text-align: right; padding: 2px;">\$24,300</td> </tr> <tr> <td style="padding: 2px;">divided by 12 months</td> <td style="text-align: right; padding: 2px;"><u> ÷ 12</u></td> </tr> <tr> <td style="padding: 2px;">equals monthly annuity</td> <td style="text-align: right; padding: 2px;">\$ 2,025</td> </tr> </table> </div> <p>Police Plan: 7% pre-tax employee contribution; Actuarially Determined City contribution.</p> <div style="border: 1px solid blue; border-radius: 15px; padding: 10px; margin: 10px 0;"> <p>Police retirement example:</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="padding: 2px;">Final Average Compensation:</td> <td style="text-align: right; padding: 2px;">\$45,000</td> </tr> <tr> <td style="padding: 2px;">times 2.6%</td> <td style="text-align: right; padding: 2px;"><u> x .026</u></td> </tr> <tr> <td></td> <td style="text-align: right; padding: 2px;">\$1,170</td> </tr> <tr> <td style="padding: 2px;">times Years of Service</td> <td style="text-align: right; padding: 2px;"><u> x 22</u></td> </tr> <tr> <td style="padding: 2px;">equals Normal Retirement Benefit</td> <td style="text-align: right; padding: 2px;">\$25,740</td> </tr> <tr> <td style="padding: 2px;">divided by 12 months</td> <td style="text-align: right; padding: 2px;"><u> ÷ 12</u></td> </tr> <tr> <td style="padding: 2px;">equals monthly annuity</td> <td style="text-align: right; padding: 2px;">\$ 2,145</td> </tr> </table> </div>	Final Average Compensation:	\$45,000	times 1.8%	<u> x .018</u>		\$ 810	times Years of Service	<u> x 30</u>	equals Normal Retirement Benefit	\$24,300	divided by 12 months	<u> ÷ 12</u>	equals monthly annuity	\$ 2,025	Final Average Compensation:	\$45,000	times 2.6%	<u> x .026</u>		\$1,170	times Years of Service	<u> x 22</u>	equals Normal Retirement Benefit	\$25,740	divided by 12 months	<u> ÷ 12</u>	equals monthly annuity	\$ 2,145
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457(b) and Cash Match	<p>Retirement savings made easy with a payroll deduction.</p> <p>Pre-tax and Roth post-tax contribution options.</p> <p><i>2019 annual limit: \$19,000</i></p>	<p>100% employer match contributions, up to \$20 per pay (\$520 per year)</p>																												



Roth IRA	<i>Age-50 catch up: \$6,000</i> Roth post-tax, payroll-deducted contributions to an Individual Retirement Arrangement (IRA). Flexible savings and withdrawal options.	Contribute up to the IRS maximum (\$6000 in 2019 with a special \$1000 catch up for those over age 50).
Flexible Spending Accounts	Employees may contribute pre-tax money to spend on common expenses and increase your take-home pay: <i>2019 limits: Medical: up to \$2700 per year Dependent Care: up to \$5000 per year</i>	Save 15-40% on your medical and dependent care costs by using pre-tax money.
Commuter Savings Plans	Contribute pre-tax money up to \$265 per month for parking or public transit expenses.	Enroll or change contributions at any time.
Free City Hall Parking	Designated employee spots on the City Hall and Community Center campus (must display employee parking pass).	Free to staff!
Sick Leave Bank	Access up to 10 weeks of Sick Leave Bank hours in the event of a serious personal medical absence that uses up all of your accrued leave balances. Continue your benefits and 100% pay while receiving Bank hours.	Donate 1 day of Sick Leave to join.
Disability Insurance	Long-Term Disability (LTD) Insurance: 60% income replacement in the event you are unable to work due to medical disability. 90-day elimination period for benefits; income is payable until normal retirement age. Voluntary employee-paid Short-Term Disability (STD) insurance: Purchase income protection for when you are incapacitated for a short-term medical reason. 14-day or 30-day elimination period options. Up to 6-month benefit period.	100% Employer-paid premiums for Long-Term Disability income replacement. Short-Term Disability premiums depend on amount of coverage and age of the insured. (See the Colonial Voluntary Benefits summary for premium examples).



<p>Life Insurance</p>	<p>100% employer-paid premiums for Group Term Life Insurance.</p> <p>Optional Life Insurance available for employees, spouses and children.</p> <p>Voluntary Term or Whole Life insurance through Colonial Life.</p>	<p>Group Term Life benefit: twice annual salary at time of death.</p> <p>Optional Life Insurance: Guaranteed Issue (no medical questions asked) up to \$150,000 for employees and up to \$30,000 for spouses if purchased within the first 31 days of hire.</p>
<p>Employee Assistance Service</p>	<p>Confidential assistance from an independent employee assistance provider for mediation, family or personal behavioral health, substance abuse help, referral services and more.</p>	<p>100% employer-paid</p> <p>No-cost to employees</p>
<p>Vacation, Sick Leave and Holidays</p>	<p>Accrue 13 days of vacation in the first year of service; accrue one additional day per year for each additional year of service. Annual carryover limits of 30 days for the first 10 years of service and 40 days after serving 10 years.</p> <p>Accrue 13 sick days per year; no cap on sick leave balance.</p> <p>11.5 paid holidays each year.</p>	<p>Upon separation, 25% of sick leave balances are paid out, up to \$2500. For those retiring, the unpaid balance of sick leave hours is added on to credited service for the retirement benefit calculation.</p> <p>100% of vacation balance is paid out upon separation.</p>
<p>Paid Parental Leave</p>	<p>2 weeks of paid leave after the birth, adoption or placement for foster care of a new family member.</p>	<p>No waiting period. Hours available during the first year after the child joins your family.</p>
<p>Tuition Assistance</p>	<p>Up to \$1800 reimbursement per fiscal year.</p>	<p>Reimbursement for tuition costs to attain a degree related to your field of work with the City.</p>
<p>Credit Union</p>	<p>The Apple Federal Credit Union offers membership services to city employees.</p>	<p>Free checking and savings accounts.</p> <p>Flexible loan options.</p>
<p>College Savings Plans</p>	<p>Employees may contribute to Section 529 VPEP and VEST college savings plans for their dependents through payroll deduction.</p>	<p>Earnings grow tax free and are not taxed when withdrawn to pay for college.</p>