

FULL-TIME EMPLOYEES

BENEFITS & SERVICES

HEALTH, DENTAL, & VISION INSURANCE PLANS AND MONTHLY RATES

Health Insurance Plans - Monthly Contributions			
<u>HEALTH INSURANCE PLANS</u>	<u>SINGLE</u>	<u>2 PERSON</u>	<u>FAMILY</u>
MVP Core	\$0.00	\$0.00	\$0.00
MVP Enhanced	\$100.95	\$232.18	\$274.76

Dental Insurance Plans - Monthly Contributions		
<u>DENTAL INSURANCE PLANS</u>	<u>SINGLE</u>	<u>FAMILY</u>
Guardian Dental Plan	\$2.98	\$11.00

Vision Insurance Plans - Monthly Contributions		
<u>VISION INSURANCE PLANS</u>	<u>SINGLE</u>	<u>FAMILY</u>
Guardian Vision Plan	\$0.00	\$0.00

Paid Holidays (14 days per year):

New Year's Day

Martin Luther King Jr. Day

Lincoln's Birthday

President's Day (Washington's Birthday)

Good Friday

Memorial Day

Juneteenth

Independence Day

Labor Day

Columbus Day

Veteran's Day

Thanksgiving Day

Day after Thanksgiving

Christmas Day

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Vacation Accruals:

<u>Length of Service</u>	<u>Accumulation</u>	<u>Annual Accrual</u>
Hire through 2 nd year	0.83 day/month	2 weeks (10 Days)
2 nd through 15 th year	1.25 day/month	3 weeks (15 Days)
15 th year	1.66 day/month	4 weeks (20 Days)
16 th year	1.75 day/month	4 weeks, 1 day (21 Days)
17 th year	1.83 day/month	4 weeks, 2 days (22 Days)
18 th year	1.92 day/month	4 weeks, 3 days (23 Days)
19 th year	2.00 day/month	4 weeks, 4 days (24 Days)
20 th year	2.08 day/month	5 weeks (25 Days)

- ❖ New hires must work (6) months before being able to use accrued Vacation Leave

Personal Leave:

Four (4) days per year accrued in January for periods of temporary absence due to personal obligations.

Paid Sick Leave:

Twelve (12) days per year, accrued monthly, for an employee's or an immediate family member's periods of temporary absence due to illness or injury.

Half-Pay Sick Leave:

After exhausting accrued sick leave, employees are eligible for up to ninety (90) working days at ½ pay. (Comparable to NYS short term disability.)

Long-Term Disability:

Benefits begin after being fully disabled for more than 180 calendar days. Coordinates with other benefits.

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Child Rearing Leave:

For birth/adoption, take leave or reduced work schedule for maximum of six (6) months.

Death in the Family:

Up to four (4) days paid leave, to use at time of death or within six (6) months following.

Life Insurance:

City provides \$5,000 group term life policy, while employed. During open enrollment you will have the option to purchase an additional \$25K or \$45K.

Long-Term Disability Insurance:

City provided base plan (50% of pay).

Buy up to optional plan (70% of pay).

Disability Retirement:

If permanently physically or mentally disabled.

Deferred Compensation:

Individual retirement savings of pretax dollars, through payroll deduction.

Employee Assistance Program:

Free short-term confidential counseling & referral services provided for employees & immediate family members.

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Employer Assisted Housing Program:

The Employer Assisted Housing Initiative Program offers \$6,000 to qualified City employees who wish to purchase a home in the City. The funds can be used to offset down payment, mortgage financing or closing cost expenses.

To qualify for the benefit, you must:

- Not currently own a home in the City;
- Be able to qualify for a loan from a traditional mortgage lender;
- Live in the property as your principal place of residence for at least five years;
- Contribute at least \$1,500 of your personal funds towards the purchase.

The home to be purchased must be located in the City. There are no income limits for the program.

Tuition Assistance:

Tuition and registration fee assistance up to \$3,000 per fiscal year is available to encourage further education in conjunction with your individual employee development plan for:

- Any courses or degree programs related to occupational fields in City Government;
- Any certificate programs or professional licenses related to a career in City Government;
- Courses or degree programs required to obtain a High School Diploma or GED.

Reimbursement: 100% for grades A, B, C or PASS.

Educational institution directly reimbursed from the City.