

BENEFITS EPOA (NON-SWORN)

RETIREMENT - (2% at 62)

The employee contribution is included in salary and paid by the employee. The City does not participate in Social Security except for the 1.45% required Medicare contribution; therefore, earnings from this job are not covered under Social Security. When you retire you may receive a pension based on earnings from this job. If you do, your pension may affect the amount of Social Security benefits you may receive. For more information go to www.socialsecurity.gov/form1945.

MEDICAL

The City's workers' compensation coverage is self-funded. Medical coverage for employees and eligible dependents is provided through REMIF (Anthem/Blue Cross Plan). REMIF offers a regular plan and, if eligible, a high deductible health plan (HDHP) with a Health Savings Account (HSA). HSA plans allow employees to accrue funds from year to year in an HSA account that can be used to pay health insurance costs both now and after retirement. The annual deductibles for this plan are \$1,300 for Employee Only, and \$2,600 for Employees with Dependent(s). The City will contribute the applicable deductible as negotiated to your HSA account each year. You can withdraw funds from this account to pay eligible health insurance costs, and/or you can accumulate funds in the account for future use. The HSA account funds belong to employees, and will remain yours after you leave City services. A majority of the health insurance premium is paid by the City; the remainder is paid by the employee. Dental and Vision coverage is paid by the City. Note: There are specific requirements for continuing health insurance as a retiree.

VACATION

Vacation is accumulated at 1 day per month upon employment and increases with time in service. The maximum accrual is 30 days. Vacation buyback is available.

SICK LEAVE

Sick Leave is accrued at 1 day per month with no limit. A total of nine days of Family Sick Leave are allowed per year. Three of these days are deducted from a Family Sick Leave bank and six days are deducted from employee's accrued sick leave. An employee may be allowed Family Death Leave up to 3 days per incident. This is not accruable.

HOLIDAYS

The City pays for 11 ½ fixed holidays per year, in addition to 1 floating holiday.

LIFE INSURANCE

The City pays the premium on a \$20,000 life insurance policy for the employee, including eligible dependent coverage at \$1,000 each.

ADDITIONAL BENEFITS

Other benefits include optional participation in deferred compensation plans, City-paid membership in an Employee Assistance Program (EAP) for the employee and eligible dependents, free membership at the Adorni Recreation Center and discounted membership for spouse and dependent children, an educational reimbursement program and optional participation in supplemental health coverage through AFLAC.

Note: Although benefits have been reported as accurately as possible, there has been no warranty of complete benefit summary intended. All information provided is subject to the actual terms of the legal documents that control benefit programs.