

2024 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

FULL-TIME EMPLOYEES

BENEFITS & SERVICES

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)

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.

Death in the Family:

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

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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.

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.