



Benefits Overview 2021

HEALTH: Public Employee Insurance Program (PEIP):

- **Single Plans:** Premiums are paid for by the City
- **Family Plans:** Advantage \$209.84/month or H.S.A. \$143.92/ month

**If any FT employee opts out of enrolling of health insurance, they receive \$443.75/month

HSA (Health Savings Account 100% provided by the City for eligible plans only)

DENTAL: Delta Dental -Premiums for **single** and **family** plans are paid for by the City

LIFE INSURANCE/AD&D: Sun Life Financial paid by the city for the employee only with a value of \$25,000

- Additional employee paid Voluntary Life/AD&D coverage options offered

FSA (Flex Spending Account) Cannot have HSA and FSA Health Care plans in the same year.

Health Care Flexible Spending Account - up to \$2,750

Dependent Care Flexible Spending Account - up to \$5,000

EYE MED: Optical Insurance

AFLAC: Various policy choices for Short/ Long Term Disability, Cancer, Hospital Choice, Accident and Critical Illness.

PENSION PLAN (PERA):

General Coordinated: City: 7.50 % Employee: 6.50 %

Police Department: City 17.70 % Employee 11.80 %

PAID HOLIDAYS

New Year's Day
Martin Luther King, Jr.
President's Day
Good Friday
Memorial Day

Independence Day
Labor Day
Columbus Day
Veteran's Day

Thanksgiving Day
Friday after Thanksgiving
Christmas Eve
Christmas Day

SICK LEAVE: 8 hours for each calendar month

VACATION ACCRUAL:

First (1) year:	6 days (48 hrs.)
Second (2) year	12 days (96 hrs.)
Sixth (6) year	18 days (144 hrs.)
Tenth (10) year	24 days (192 hrs.)
Fifteenth (15) year	27 days (216 hrs.)