



## Benefits Overview 2023

HEALTH: Public Employee Insurance Program (PEIP):

- **Single Plans:** Premiums are paid for by the City
- **Family Plans:** Advantage \$296.46/month or H.S.A. \$207.72/ 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)

- **Single** - \$3,850 Annually
- **Family** - \$7,750 Annually

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)

Health Care Flexible Spending Account - up to \$3,050 Annually

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

EYE MED: Optical Insurance

Employee \$7.21, Employee + Spouse \$13.70, Employee + Children \$14.42, Family \$21.20

AFLAC: Short Term Disability, Cancer Protection, Hospital Choice, Accident Advantage and Critical Care.

PENSION PLAN (PERA):

General Coordinated: City: 7.5 % Employee: 6.5 %

Police Department: City 17.7 % Employee 11.8 %

PAID HOLIDAYS (Some positions may differ)

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.)