



Benefits Overview 2024

HEALTH: Public Employee Insurance Program (PEIP):

- **Single Plans:** Premiums are paid for by the City
- **Family Plans:** Advantage \$310.26/month or H.S.A. \$216.73/ 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** - \$4,150 Annually
- **Family** - \$8,300 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 (Union positions may differ holidays)

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

Juneteenth
Independence Day
Labor Day
Columbus Day
Veteran's Day

Thanksgiving Day
Friday after Thanksgiving
Christmas Eve
Christmas Day

ESST (earned safe and sick time) 1 hour accrued for every 30 hours worked

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.)