



RETIREMENT/457 BENEFITS

| Plan | Key Features |
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| TMRS- Mandatory | Employees contribute 7% of their paycheck, with the city matching 2:1 upon retirement. Eligibility requires 10 years of service and age 60, or 20 years of service at any age. Vesting period: 5 years. |
| Optional 457 Plan | Pre-tax retirement savings to supplement pension and Social Security income. |

LEAVE PLANS

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| Holidays | 10 Paid Holidays. |
| Vacation | Vacation accrual is based on years of service as follows: 6 months–5 years: 13 days per year 11-15 years: 17 days per year 21+ years: 22 days per year 6-10 years: 15 days per year 20 years: 20 days per year |
| Sick Leave | Sick leave accrues at a rate of 3.7 hours per pay period (12 days per year). Firefighters accrue 5.18 hours per pay period. There is no limit to sick leave accumulation. |
| Personal Leave | 2 Personal Holidays (Fire Department: 1 Personal Holiday + 9/11 Remembrance Day). |

HEALTH BENEFITS

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| Medical EPO | Bi-weekly premiums: \$27.19 (EE only), \$204.44 (EE & spouse), \$165.58 (EE & child(ren)), \$281.78 (EE & family). -Virtual doctor visits available. -In-network services only, no out-of-network coverage except for true emergencies. -In-network preventive care covered at 100%. -Employees pay coinsurance and copays for healthcare services and prescription medications. |
| Medical High Deductible Health Plan with HSA | Bi-weekly premiums: \$5.46 (EE only), \$150.60 (EE & spouse), \$118.40 (EE & child(ren)), \$217.20 (EE & family). -In-network and out-of-network benefits. -In-network preventive care covered at 100%. -The employer contributes up to \$500 for employee-only coverage and \$1,000 for family coverage to the Health Savings Account (HSA). Employees may also make contributions. |
| Flexible Spending Account | Health care and dependent care FSA's available to employees who participate in the EPO Health Plan. |
| Wellness Incentive | All employees with city coverage are eligible for a \$50 monthly incentive, contingent upon completing an annual physical or Catapult health screening. |
| Dental PPO Plan | Bi-weekly premiums: \$16.43 (EE only), \$46.36 (EE & spouse), \$29.99 (EE & child(ren)), \$46.36 (EE & family) -In-network and out-of-network benefits -\$50 deductible (\$150 for family) -Does not require selection of a general dentist -Annual maximum of \$2,500 per individual |
| Dental HMO Plan | Bi-weekly premiums: \$0.00 (EE only), \$0.00 (EE & spouse), \$0.00 (EE & child(ren)), \$0.00 (EE & family). -Requires selection of a general dentist. -No deductibles. -In-network services only, no out-of-network coverage. -No annual or lifetime maximums. -Employer-paid |
| Vision Plan | Bi-weekly premiums: \$2.82 (EE only), \$4.80 (EE & spouse), \$5.09 (EE & child(ren)), \$7.63 (EE & family). -In-network and out-of-network benefits. -Exam, lenses, contacts and discounted frames offered once per plan year. |
| Life Insurance | Employer-paid life insurance covers at not cost up to two times of the employee's annual salary, up to \$400,000. Employees can also purchase optional life insurance and voluntary accident insurance for their spouse and dependents |
| Short Term Disability | The city-paid short-term disability program covers 60% of the employee's paycheck, with the option to supplement the remaining 40% using personal sick or vacation time. |
| Long Term Disability | The city-paid long-term disability program covers 60% of the employee's paycheck if they are out for more than 180 consecutive days. Employees can supplement the remaining 40% with their personal sick or vacation time. |

ADDITIONAL BENEFITS

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| Employee Assistance Program (EAP) | Offers employees and their families free access to licensed counselors, with six sessions covered annually. This program provides immediate support, guidance, assessments, and referrals for additional services. |
| Tuition Reimbursement Program | Tuition reimbursement is available to full-time employees in good standing after six months of continuous employment. It covers tuition and mandatory fees at state-supported universities, with no limit on eligible hours. Private university reimbursement matches the state-supported rate. Additional restrictions may apply. |
| CDL Certification Pay | \$160 per pay period, available for select positions. |
| Jury Duty | Employees are entitled to leave with pay when called for jury duty. Documentation may be required. |
| Uplift Volunteer Program | Provides opportunities for employees to volunteer as a group during the normal workday. |