



### FULL TIME EMPLOYEE BENEFIT SUMMARY

**Health Insurance beginning July 1, 2017**

	Participated in health screening			Did not participate in health screening		
	Monthly Rate	Monthly City Portion	Monthly EE Portion	Monthly Rate	Monthly City Portion	Monthly EE Portion
<b>Blue Care HMO</b>						
Individual	676.05	600.23	75.82	676.05	580.23	95.82
Employee plus	1,589.86	1,102.00	487.86	1,589.86	1,082.00	507.86
Family	1,780.08	1,102.00	678.08	1,780.08	1,082.00	698.08
<b>Preferred Care Blue PPO</b>						
Individual	600.23	600.23	-	600.23	580.23	20.00
Employee plus	1,411.22	1,102.00	309.22	1,411.22	1,082.00	329.22
Family	1,579.58	1,102.00	477.58	1,579.58	1,082.00	497.58
<b>HDHP</b>						
Individual	542.39	600.23	*	542.39	580.23	**
Employee plus	1,276.26	1,102.00	174.26	1,276.26	1,082.00	194.26
Family	1,429.22	1,102.00	327.22	1,429.22	1,082.00	347.22

\*The city contributes \$57.84 to the employee's HSA.

\*\*The city contributes to \$37.84 to the employee's HSA.

**Note: Employees that were not employed as full time employees before April 19, 2017 will pay the same rates as employees that participated in the health screening.**

- Life insurance for employee (1.5 times annual salary) through USABLE – fully paid
- Dental insurance for employee and family through Delta Dental – fully paid
- Vision insurance for employee and family through Superior Vision – fully paid
- Long term disability insurance through USABLE – fully paid
- Retirement plan – Missouri Local Government Employees’ Retirement System – fully paid
- Employee Assistance Program through New Directions Behavioral Health – fully paid
- Paid vacation:
  - 10 days per year (can use after 90 days)
  - 15 days per year after 5 years
  - Additional day per year up to 25 day MAX after 10 years
- Paid sick leave – 12 days earned each year
- Paid family sick days – 3 days per year
- Paid Holidays:
 

New Year’s Day	Memorial Day	4 <sup>th</sup> of July
Martin Luther King’s Birthday	Labor Day	Christmas Eve
Presidents Day	Thanksgiving Day	Christmas Day
Good Friday	Day after Thanksgiving	
- Deferred Compensation Plans
- Section 125 Tax Savings Plan for health and dependent care expenses
- Wellness program membership partially paid by City

**The City retains the right to modify the employee benefits package as necessary.**