



Total Compensation Statement

Benefits Summary

Full-time Employee

Medical: Employees are eligible to enroll in the City's medical plan on the first day of the month following completion of thirty (30) consecutive days of work. The coverage tiers are on the following page.

Dental: Employees can elect dental coverage which provides \$1,500 insurance dollars and covers preventive services at 100%. There is a \$50.00 deductible for dental services.

Vision: The City participates in VSP Vision Care (a PPO) that provides small co-pays for an exam and up to \$130 towards contacts every calendar year or towards frames every other calendar year, in addition to other savings and discounts.

In Lieu of Coverage: Employees who elect to waive coverage through the City are eligible to receive a taxable benefit of \$350 per month. Employees may waive medical and still enroll in dental and or vision coverage.

FSA: The City offers health care and dependent care flexible spending accounts (FSA) so that employees can set aside pre-tax dollars for qualified medical and/or childcare expenses. A Benny Card allows employees more convenient access to these funds. This is a use-it or lose-it program.

HSA: The City offers a health savings account (HSA) for qualified high-deductible plans in accordance with IRS rules. This account allows an employee to offset medical, dental, vision and Rx expenses through a pre-tax payroll deduction. Unused balances are not forfeited. As long as the employee contributes a minimum of \$50.00 per month, the City will place \$85 per month contribution into the employees account for Single coverage at \$125 for Family coverage.

Life and AD&D: The City provides basic term life and accidental death/ dismemberment (AD&D) insurance equal to \$55,000. The City also provides \$5,000 for spouse, \$2,500 for dependent children 6 months to 19 years and \$250 for dependent children 10 days to 6 months. You may purchase additional life and AD&D coverage.

Employee Assistance Program: At City cost, the City offers an Employee Assistance Program (EAP) as a valuable resource for employees designed to assist with personal concerns that may impact the employee's job performance.

Supplemental Insurance: The City offers employees elective participation in Colonial Life which includes coverage in Accident, Cancer, Critical Illness, Hospital Indemnity and Short-term Disability.

Retirement: City employees participate in plans that provide retirement, disability and survivor benefits. In the General Plan, the required minimum contribution is 3%; however, the City will match up to 6% of employee's contribution (which is capped at 13%).

Disability: The City does not offer long-term disability to employees. Employees may participate in such a program through Colonial Life.

Work Period: Most employees work 40 hours in a 7 day period before overtime calculates, in accordance with the FLSA.

Vacation Leave: New employees who successfully complete probation will be awarded half of their annual vacation award and then accrue leave monthly for the next 6 years. Employees will then earn one extra day per year until 16 years of employment, when they earn a maximum of 4 weeks of vacation.

Holidays: The City pays for employees to receive eight (8) holidays per year.

Floating Holidays: In January, May and September, employees of the City will earn three days of leave to be used at their discretion.

Holiday Pay: Employees receive holiday pay plus time and a half for any hours worked on a holiday.

Compensatory Time: Non-exempt employees may request compensatory time off instead of overtime pay, limited to 60 or 90 hours, depending on position.

Sick Leave: Employees earn 8 hours of sick leave per month to be used on self, spouse or dependent under 18. Employees can trade in sick leave hours in a 3:1 ratio for vacation leave for hours over 640. Employees who do not use sick leave for one year may earn 8 additional hours of vacation.

Funeral Leave: Employees can use 24 hours, and a maximum of 48 hours per year.

Military Leave: Employees who are a member of the National Guard or federal reserve military units may be absent from their duties, with pay, for a period of fifteen days per calendar year when they are performing ordered military training duty.

Uniform: Depending on your position, your Department may provide uniforms.

Education Assistance: Employees who pursue college credit courses, which relate to improvement of employee performance, may be reimbursed when the employee successfully completes the course with a "C" or above, with a limit of 4 credit hours per semester.

Other Benefits: The City and employee share the cost of Social Security and Medicare, when applicable. Other benefits include paid jury and witness duty, Workers Compensation and Unemployment Coverage.

COLA: If approved by City Council, employees are eligible for annual Cost of Living adjustments.

Effort has been made to accurately summarize benefits and compensations by the City of Alliance. Additional information, considerations and qualifications may be found in the Personnel Handbook regarding the details of certain benefits.

In any case where a discrepancy may exist between this statement and the term of the benefits plan, the actual terms and conditions of the benefit plan will prevail. This statement is not a legal document, is not a contract, does not alter any original plan documents, and does not guarantee continuous employment.

Please call 308-762-5400 if you have any questions regarding this statement.

Carla Mayhew
Human Resources Director
March 2020



2019-20 Premiums

	Employee		Family	
Total Monthly Premium	\$1,054		\$2,086	
Hourly Rate Equivalent	\$6.08 per hour		\$12.03 per hour	
Employee Medical Premium	\$60		\$170	
	In	Out	In	Out
Annual Medical Deductible	\$2,800	\$3,250	\$5,600	\$5,950
Co-Insurance	80/20	70/30	80/20	70/30
Annual Max. Cost to Employee	\$5,400	\$9,750	\$10,800	\$17,850
Dental Premium	\$15		\$40	
Vision Premium	\$5		\$20	