

The City of Delta offers all full-time employees an excellent and high quality package of benefits. The following information is an overview of the benefits offered.

Health

Rocky Mountain HMO NC50 plan. Single (employee)-dual (employee +1 dependent); family (employee +1 or more dependents) are offered.

Life Insurance

Depending on choice for health insurance coverage the life insurance premium is paid in full by employer for \$10,000 on employee, \$5,000 on spouse and \$1,000 on dependent children. Option for employee to pick up additional \$10,000.

Dental

Self-funded plan with single and dependent coverages. Nation wide selection of dentists.

Vision

Vision Service Plan - annual exam, prescription paid in full, and frames; \$20.00 deductible for frames.

Retirement

ICMA 401(a) participation after 6 months employment - mandatory 3% pre-taxed contribution and City contributing 5% of base salary.

Law Enforcement eligible on date of hire - mandatory 8% pre-taxed contribution and City contributing 10% of base salary.

FICA and Medicare contributions for regular employees. Medicare contributions only for law enforcement.

457 Deferred

Optional supplemental retirement plan that may be implemented at any time while employed. No City match.

Wellness

Access to Recreation Center and Golf Course with appropriate ID card provided by City.

Employee Assistance Plan (EAP)

Employer paid 4 counseling sessions per employee per year for employee and family.

125 Flex

Voluntary program to allow for premiums to be tax exempt and offer medical and/or dependent care reimbursements tax exempt.

Disability

City pays premiums for short-term and long-term disability plans. Eligible after 6 months of employment-60% of salary for non-work related injuries or illness.

Workers' Compensation

City employees covered for work related injuries. Two designated doctors in Delta.

Holidays

10 paid holidays per year: New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving and day after and Christmas.

Paid Time Off

Accrual of leave for vacation or sick leave commences immediately upon hiring.

Pay Dates

Pay days are every two weeks on the Friday following the pay period ending date.