



CITY OF DELTA  
2013  
BENEFITS BROCHURE

The City of Delta offers all full-time employees an excellent and high quality Benefits Package.

The following information is an overview of the benefits offered. If you need additional information, please contact the Human Resources Department.

### **Health**

Rocky Mountain HMO NC50 plan. Single (employee only); Dual (employee +1 dependent); Family (employee +2 or more dependents) coverages offered. Current monthly premiums: Single \$34.08; Dual \$77.90; Family \$180.66 (Includes Prescription Drug Coverage)

### **Dental**

Self-funded plan with Single and Dependent coverages offered. \$5.04 Single (employee only); \$12.02 Dependent. (employee plus dependents). Nationwide selection of dentists. Maximum benefit of \$1,000 per year per covered individual. Additional \$1,000 lifetime orthodontia benefit for each covered child under 19 years of age.

### **Vision**

Vision Service Plan – in network annual exam and prescription paid in full; frames up to \$150 w/\$20.00 deductible. Non network benefit paid at a reduced rate. Current Monthly premiums: Single \$1.44; Dual \$6.22 Family \$17.50

### **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 coverage on employee only for \$3.70 per month.

### **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.

**Contribution difference based on FICA and Medicare contributions both being made for regular employees. Medicare contributions only being made for law enforcement personnel.**

### **457 Deferred**

Optional supplemental retirement plan that may be implemented at any time while employed. Maximum contribution for 2013 is \$17,500. If over 50 years of age maximum contribution for 2013 is \$23,000. No City match.

### **Wellness**

Access to Bill Heddles Recreation Center and Devils Thumb Golf Course with City provided ID card. \$50 Annual Wellness Benefit. Access to personal wellness profile and coaching thru Trotter Wellness/Pinnacle.

### **Employee Assistance Plan (EAP)**

Employer paid. Emotional Wellness, Caregiving and Convenience Services. Legal Services to include estate and retirement planning and wills.

**125 Flex**

Voluntary program to allow for pre tax deductions to be made for qualified health care and/or dependent care reimbursements.

**Disability**

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

**Workers Compensation**

All City employees are covered for work related injuries. Injuries must be reported to supervisor and completion of injury report with HR Department.

**Holidays**

10 paid holidays per year: New Years Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving and day after Thanksgiving and Christmas.

**Paid Time Off**

Accrual of leave for vacation or sick leave commences immediately upon hiring. 0-5 years accrue 5.85 hours per pay period with maximum accrual of 384 hours; 5-10 years accrue 6.77 hours per pay period with maximum of 432 hours; 10-15 years accrue 7.69 hours per pay period with maximum of 480 hours; 15-20 years accrue 8.62 per pay period with 528 maximum, and 20 plus years is 9.54 hours accrued per pay period with maximum of 576 hours.

**Paid Time Off Continued**

Law Enforcement personnel 0-5 years accrue 6.46 hours per pay period with maximum 400 hours; 5-10 years accrue 7.38 hours per pay period with maximum of 448 hours; 10-15 years accrue 8.31 hours per pay period with maximum of 496 hours; 15-20 years accrue 9.23 hours per pay period with maximum of 544 hours, and 20 years plus accrue 10.15 hours per pay period with maximum of 592 hours. **The accrual difference for law enforcement is shift scheduling without regard to no holidays for law enforcement.**

**Pay Dates**

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

**Phone numbers**

- City Hall.....874-7566
- City Clerk .....874-7902
  
- Sales Tax.....874-7916
- Utility Billing/Finance.....874-7908
  
- Building Permits/Code Enforcement/Planning .....874-7903
  
- Parks.....874-7973
  
- Devils Thumb Golf Club.....874-6262
  
- Recreation Center.....874-0923
  
- Power Plant .....874-8400
- Public Works.....874-7912
- Streets/Water/Sewer/Refuse.....874-7913
  
- Animal Shelter.....874-1078
  
- Police (**non emergency**).....874-2015
  
- Human Resources.....874-7906
  
- Municipal Court.....874-7914

