Benefits Summary 2027

HEALTH INSURANCE: Public Employee Insurance Program (PEIP):

- Employee Only Plan: Premiums are paid for by the city
- Family Plan: *Advantage* $327.06/ month or *H.S.A*. $226.27/ month

**If any full-time employee opts out of enrolling of health insurance, they receive $443.75/month

HEALTH SAVINGS ACCOUNT (HSA) city funded for benefit eligible plans

- Employee Only $4,500 Annually
- Family - $8,900 Annually

DENTAL INSURANCE: - Premiums are paid by the city for single and family plans.

LIFE INSURANCE: The city pays for $25,000 of Basic Employee Life Insurance/ AD&D

- Additional Voluntary Life coverage options offered

FLEX SPENDING ACCOUNTS (FSA) – employee funded

- Health Care Flexible Spending Account- up to $3,500 Annually
- Dependent Care Flexible Spending Account - up to $7500 Annually

EYE MED: Vision Insurance

- Employee $7.21, Employee + Spouse $13.70, Employee + Children $14.42, Family $21.20

AFLAC: Short Term Disability, Cancer Protection, Hospital Choice, Accident Advantage and Critical Illness Care.

PENSION PLAN (PERA):

- General Coordinated: City: 7.5 % Employee: 6.5 %
- Police Department: City 17.7 % Employee 11.8 %

PAID HOLIDAYS (*Holidays listed in collective bargaining agreements may vary)

New Year's Day	Juneteenth	
Martin Luther King, Jr.	Independence Day	Thanksgiving Day
President's Day	Labor Day	Friday after Thanksgiving
Good Friday	Indigenous People Day	Christmas Eve
Memorial Day	Veteran's Day	Christmas Day

Earn Sick and Safe (ESST)/SICK TIME: 8 hours for each calendar month

VACATION ACCRUAL:

First (1) year:	6 days (48 hrs)
Second (2) year	12 days (96 hrs)
Sixth (6) year	18 days (144 hrs)
Tenth (10) year	24 days (192 hrs)
Fifteenth (15) year	27 days (216 hrs)