

CITY OF BELLA VISTA 2019

BENEFITS SUMMARY

Non-Uniformed Employees

Health Benefits

- Cigna Healthcare Medical, 4 plan choices
- HDHP with employer contribution to Health Savings Account
 - \$600/\$1200 annualized
- 3 co-pay plans
- City pays a significant portion of total cost
- Pre-tax deduction

Dental Benefits

- UNUM
- 2 choices, high plan or low plan
- \$5,000 or \$1,000 calendar year benefit per person
- Orthodontia benefit of \$1,000
- City pays a significant portion of total cost
- Pre-tax deduction

Vision Benefits

- Superior Vision
- 2 choices, high plan or low plan
- \$10 exam / \$25 materials co-pay
- \$100 or \$175 benefit every 12 months
- Pre-tax deduction

Life Insurance

- City-paid group term life policy for employee
- \$50,000 life coverage and accidental death and dismemberment

Long-Term Disability

- City-paid LTD policy
- 60% of earnings monthly
- 90-day elimination period

Flexible Spending Accounts

- Medical FSA up to \$2,700
- Dependent Care FSA up to \$5,000
- Pre-tax deduction

Voluntary Benefits

- Short-Term Disability
- Additional employee life insurance
- Spouse and dependent life insurance
- Accident, Critical Illness/Cancer, Hospital Plans
- Identity Theft Protection

Retirement Plan Benefit

- 457 Retirement Plan
- 2 to 1 matching of employee's first 5%
- Up to \$19,000 annual maximum contribution

Paid Vacation

- Up to 120 hours annually (through 5th anniversary)
- Accrue 4.62 hours each pay period
- Maximum rollover of 120 hours annually

Paid Sick Leave

- Accrue 3.69 hours each pay period
- Use sick leave for yourself and family
- Maximum rollover of 480 hours annually

Paid Holidays

- 11 paid holidays
- 1 floating holiday

Online Services

- Pay stubs
- W-2
- Benefits enrollment
- Time and attendance