



Healthcare Benefits

- Medical
 - 3 different comprehensive healthcare plans through Kaiser, including a no-cost high deductible plan for the employee and eligible dependents
 - Flexible Spending Account (FSA); Health Savings Account (HSA) o Dental/Vision
- Dental benefits offered through Delta Dental; 2 different vision plans through United Healthcare

Work-Life Balance

- 128 hours of Personal Time Off (PTO) per year; 80 hours of sick leave per year; 12 paid holidays (96 hours) per year; Flexible hours and hybrid work options

Retirement

- 401(a) Money Purchase Plan – employee contributes a mandatory 3%; City contributes 7% o 457 Deferred Compensation Plan – optional participation; employee contribution only
- Roth IRA – optional participation; employee contribution only

Additional City Benefits:

- Life and AD&D Insurance – City pays 100% of the premium equal to one times the employee annual salary
- Long Term Disability – City pays 100% of the premium; 60% of the employee monthly salary, to a maximum of \$7,000.00 per month, after 90 days of total disability.
- Optional Critical Illness Plan – Employees may purchase a critical illness plan to help cover additional costs that are associated with a covered, serious medical condition.
- Optional Accident Insurance – Employees may purchase accident insurance to assist with covered injuries sustained from a covered accident.
- Voluntary supplemental life and dependent life insurance o Voluntary Identity Theft Protection

- Employee Assistance Program
- Tuition reimbursement
- Salary continuation (for eligible employees)
- Voluntary pet insurance
- Free access to the City's recreation centers and discounts at the City-owned golf course
- Wellness Program; Employee Referral Program; Employee Recognition Program