

CITY OF MONROE

EMPLOYEE BENEFITS SUMMARY 2018 NON-UNION GROUP

PAID VACATION: Full-time regular employees are eligible for vacation as follows: 1 year to 5 years of service = 75 hours of vacation; 10 years = 112.5 hours; 15 years = 150 hours; 20 years = 168.75 hours; 25+ years = 187.5 hours of vacation. Please refer to the City's policies & procedures for further details.

PAID HOLIDAYS: The City currently provides 13 paid holidays per year for all full-time regular employees. Please refer to the City's policies & procedures for a list of the holidays and additional details.

HEALTH CARE: Effective upon the 91st day of employment, all full-time regular employees hired after 9/26/11 are provided a BCBS/PPO (80/20%) plan or the Flexible Blue/High Deductible Plan with a Health Savings Account. Currently, employees who choose the Flexible Blue Plan/High Deductible Plan with a Health Savings Account are not required to contribute to the premium cost. Employees who choose the PPO (80/20%) plan are required to pay 20% of the premium cost or the cost that the City is not permitted to pay under PA 152 whichever is higher. Employees are eligible to waive all or partial health care coverage and receive an annual health care buy-out. Please refer to the City's policies & procedures for additional details.

LIFE INSURANCE: Effective on the 91st day of employment, all regular full-time employees receive term life insurance and accidental death and dismemberment benefits in an equal amount of \$100,000.

DENTAL INSURANCE: The City provides dental coverage effective upon the regular full-time employee's 91st day of employment. The current plan covers 100% for diagnostic and preventative services. All other services are paid at 50%/50% co-payment. Please refer to the City's policies & procedures for additional details.

SHORT-TERM DISABILITY (INDEMNITY PAY): After 1 year employment and after exhausting all sick leave benefits, the City provides all regular full-time employees up to 26 weeks of short-term disability pay at 40% of an employee's base pay.

LONG-TERM DISABILITY: After 181 calendar days of disability, all regular full-time employees are eligible for 66 2/3% of their wages up to a maximum benefit of \$1,200 per month. Please refer to the City's policies & procedures for additional details.

RETIREMENT: Regular full-time employees hired after 9/26/2011, are provided a Hybrid (DB/DC) retirement benefit as outlined in the City of Monroe's Ordinance No. 97-007 and are

required to contribute 2% of their total earnings to the Plan. Please refer to the City's policies & procedures for additional details. Employees are eligible to retire at age 60 w/10 years or age 62 w/3 years.

RETIREE HEALTH CARE: Regular full-time employees hired after July 1, 2008 are excluded from retiree health care coverage and must participate in a Retiree Health Care Savings Program. The employee and the City will contribute 3% of the average annualized base wages of all full-time employees of the City to the Plan.

SICK LEAVE: After one month employment, regular full-time employees accrue paid sick leave at the rate of one (1) day per month to a maximum of one hundred (100) days.

PERSONAL LEAVE DAYS: Regular full-time employees hired after 1/01/12 who have completed 1 year of employment, are eligible for 5 personal days per calendar year. Employees who have commenced their employment after July 1 shall receive prorated personal leave during the first fiscal year of eligibility.

DIRECT PAYROLL DEPOSIT: Employees are paid every other Thursday and are encouraged to enroll in a direct deposit of their payroll check to a financial institution of their choice.

DEFERRED COMPENSATION: Employees may voluntarily participate in a deferred compensation program offered by the City.

FLEXIBLE SPENDING ACCOUNT: Employees may voluntarily enroll in a Flexible Spending Account (FSA) in order to pay for certain expenses on a pre-tax basis, i.e. dependent care costs and/or eligible out-of-pocket medical and dental expenses.

RESIDENCY: Employees must reside within an area 20 miles from the nearest boundary of the City limits within 1 year of employment.

Note: The above information is intended as a brief outline of the employee benefit programs. Please refer to the City's policies & procedures for a description of benefit plan terms and conditions.

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