

CITY OF MONROE

EMPLOYEE BENEFIT SUMMARY 2018-2020 POAM/PUBLIC SAFETY OFFICERS

PAID VACATION: Full-time regular employees hired after 7/1/11 are eligible for vacation as follows: 1 – 7 years service = 112 hours of vacation; 8-9 years service = 131 hours; 10-11 years service = 149 hours of vacation; 12-14 years service = 168 hours; 15-24 years service = 187 hours; and 25+ years service = 205 hours of vacation. Please refer the current collective bargaining agreement (CBA) for details.

PAID HOLIDAYS: The City currently provides 13 paid holidays per year for all full-time regular employees. Please refer to the current CBA 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 8/15/11 are provided a BCBS/PPO (90/10%) Plan or the Flexible Blue High Deductible Health Care Plan with a Health Savings Account. Employees who chose the PPO (90/10%) 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 and an additional 20% of the dental coverage. Employees are eligible to waive all or partial health care coverage and receive an annual health care buy-out. Please refer to the current CBA for details.

LIFE INSURANCE: The City provides up to a maximum of \$50,000 term life and \$50,000 AD&D insurance policy for all regular full-time employees, effective upon the 91st day of employment. Policy amount is based on each employee's annual base salary.

DENTAL INSURANCE: The City provides dental coverage effective upon the regular full-time employees 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 current CBA for 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.

RETIREMENT: Regular full-time employees hired after 7/01/2008, are provided a Defined Benefit retirement benefit and are required to contribute 5 1/2% of their total earnings to this Plan. Employees are eligible to retire at age 55 with 10 or more years of service or age 60 with 5 or more years of service with a multiplier of 2% for the first 15 years of service and 2.25% for each year thereafter. Please refer to the current CBA for details.

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% on all earnings into the Fund.

SICK LEAVE: After one month of 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 7/01/16 who have completed 1 year of employment, are eligible for 37.5 hours personal days per contract year. Employees who have commenced 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 2 years of employment.

Note: The above information is intended as a brief outline of employee benefit programs and does not supersede the Collective Bargaining Agreement. Please refer to the Collective Bargaining Agreement for exact benefit plan terms and conditions.

pah/HR/8/14/18