

CITY OF MONROE

EMPLOYEE BENEFIT SUMMARY 2018-2020 FIREFIGHTERS, IAFF

PAID VACATION: Regular full-time employees hired on or after 7/01/2011, are eligible for vacation as follows: 1-7 years of service = 144.0 hours; 8-9 years of service = 168.0 hours; 10-11 years of service = 192 hours of vacation; 12-14 years of service = 216.0 hours of vacation; 15-24 years of service = 240.0 hours of vacation; and 25+ years of service = 336.0 hours of vacation. Please refer the current collective bargaining agreement (CBA) for further details.

PAID HOLIDAYS: Employees receive 156 hours annually at each employee's 40 hour rate at the time of the holiday check. Please refer to the current CBA for 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 who choose the Flexible Blue High Deductible Health Care Plan are required to pay the full amount of the annual deductible. Employees selecting this coverage are NOT required to contribute to the health or dental coverage. Employees are also 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 base annual base salary.

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 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% of the average annualized base wages of all regular full-time employees of the City to the Plan.

SICK LEAVE: Regular full-time employees hired after 7/01/11 shall earn 10 hours of paid sick leave per month up to a maximum of 1,000 hours.

PERSONAL LEAVE DAYS: Regular full-time employees hired after 7/01/11 are eligible for 2 personal days per calendar year.

DIRECT PAYROLL DEPOSIT: Employees are paid every other Thursday and are encouraged to enroll with 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 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