



---

## Why should you make your Employer of choice the City of Griffin?

It's simple; besides a great working atmosphere, the City of Griffin offers a competitive benefits package for full-time employees that are effective the first of the month after 30 days of service including the following:

---

### **FREE Employee Benefits:**

- Life & accidental death insurance in the amount of two times the employee's annual salary, \$5,000 for the spouse and \$2,500 for each eligible child;
- Long-Term Disability insurance with a benefit of 60% of an employee's monthly earnings, beginning after a 180 day elimination period;
- Employee Assistance Program (EAP) 24/7/365;
- Georgia Municipal Employees Defined Benefit Retirement Plan with a 2.0 % multiplier in which an employee is vested after completing 10 years of service. The City of Griffin will match and contribute approximately 20% of an employee's gross wages each pay period; an employee must contribute 2%;
- Paid bi-weekly; direct deposit optional; go green available;
- Twelve (12) Annual Paid Holidays;
- Paid Vacation that accrues at 3.08 hours bi-weekly, excluding Firefighters who will accrue at 6.46 hours bi-weekly. Accrual amounts increase with longevity;
- Paid Sick Leave that accrues at 2.15 hours bi-weekly, excluding Firefighters who will accrue at 6.46 hours bi-weekly. Accrual amounts increase with longevity;
- On-the-job training;
- Drug Free Workplace;
- Use of City vehicles (conditions apply);
- Take-home vehicles for Uniform Patrol (conditions apply);
- Employee recognition award programs.

---

### **Pre-Tax Benefits for Employee and Dependents:**

- Open Access Point of Service (POS) medical plan through Cigna; The Plan does not require you to name a primary care physician or obtain referrals to a specialist, and has co-pays for both medical visits and prescriptions. The City pays up to 80% of the premium cost for all employees. The in-network individual annual deductible is \$1,500 and \$3,000 for family. Additional wellness incentives are also available to an employee.
- Two types of Flexible Spending Accounts (FSA): (1) Healthcare FSA; (2) Dependent Care FSA for dependent care expenses.
- Dental and Vision insurance through Cigna;
- Deferred compensation 457(b) Retirement Account.

---

### **Voluntary Benefits:**

- Short-Term Disability insurance with a 14 day elimination period, maximum benefit period of 26 weeks and an amount of 60% of an employees' weekly earnings, to a maximum weekly benefit of \$1,000;
- Supplemental Term Life Insurance for the employee, spouse and child(ren) Voluntary Life Insurance;
- Group Critical Illness
- Accident Insurance
- Firemen's Pension Fund ([www.gfpf.org](http://www.gfpf.org));
- Peace Officers' Annuity and Benefit Fund of Georgia ([www.poab.georgia.gov](http://www.poab.georgia.gov)).

---

This information is a brief summary. While this information highlights many of the provisions of the City of Griffin benefit plans, it does not provide you with every detail. Additional benefit-specific provisions or limitations may apply.