



## **Benefits Summary Sheet**

**[www.cityofgriffin.com](http://www.cityofgriffin.com)**

### **Group Health, Dental and Vision Insurance (Blue Cross Blue Shield)**

Each eligible, full-time employee may purchase our health and dental insurance. We offer a POS plan. Insurance premiums are deducted pre-tax through our Section 125 plan.

### **Group Life Insurance**

Each eligible, full-time employee is provided life and accidental death insurance in the amount of one and one-half times their base salary. In addition their spouse receives \$5,000 and each eligible child receives \$2,500 of life insurance coverage at no cost to the employee.

### **Group Long-Term Disability**

Each eligible, full-time employee will be provided long-term disability coverage. The disability benefit amount will be 60% of base salary, beginning after a six month waiting period, payable to age 65 or to the end of disability, whichever is sooner. This benefit is provided at no cost to the employee.

### **Optional Short-Term Disability**

The eligible, full-time employee may purchase short-term disability coverage for up to six months. A weekly benefit of up to 70% of your base salary, up to a maximum of \$750. There is a 15-day waiting period before the benefit will begin and will continue up to a maximum of six months. The cost of the benefit is based on age and benefit amount selected.

### **Optional Voluntary Life Insurance**

The eligible, full-time employee may purchase, subject to approval, additional term life insurance for the employee and their family members.

### **Optional Supplemental Life Insurance**

The eligible, full-time employee may purchase permanent life insurance on the employee, their spouse, their children and grandchildren. The employee's age is a determining factor in the cost of the insurance.

### **Vacation**

New regular full-time employees accrue vacation at 3.08 hours every two weeks beginning first week of employment. New employees may begin using their accrued vacation once they have completed six (6) months of service.

### **Sick Leave**

Employees accrue sick leave at 3.7 hours every two weeks beginning first week of employment. New employees may use sick leave from their first week of employment for the reasons stated in the Personnel Policy manual.

### **Flexible Spending Account**

Two flexible spending account options are available; A health care flexible spending account and a dependent care flexible spending account. You may use pre-tax dollars to pay eligible out-of-pocket medical and child-care expenses, thus reducing the tax liability.

### **Paid-Holidays**

The city offers ten (11) city-paid holidays per year plus any additional that may be approved by the Board of Commissioners.

### **Retirement Plan**

Beginning on July 1, 2018, the City's retirement plan will change and the multiplier will move from a multiplier of 1.5 to a multiplier of 2.0 for all retirement eligible employees. An employee making an average of \$40,000 (average over 5 years) a year with 30 years of service can expect to get 60% (2 multiplier times 30 years) of \$40,000, which in this case would amount to \$24,000 per year.

Beginning on July 1, 2018, the City's retirement plan will change and anyone hired on that day and thereafter will no longer be eligible for an annual retirement COLA. Beginning on July 1, 2018, the City's retirement plan will change to require all retirement eligible employees to automatically contribute 2% of earnings each pay period.

Any employee who terminates employment with the City before becoming vested in the defined-benefit retirement plan will be eligible to cash-out or rollover their 2% contribution. Any employee becoming vested and eligible for a retirement benefit will not be eligible to cash-out or rollover their 2% contribution.

The City also offers a deferred compensation plan that employees may contribute a portion of their pre-tax income into a 457(b) retirement account.