



# FRINGE BENEFITS POLICE CBU\* EMPLOYEES

Following is a list of major benefits plans the City of Fort Collins provides to **Police employees** in the \*collective bargaining unit.

<b>Medical Insurance</b> <b>2 Options</b>	Great-West Health Plan Core-- deductible \$500 Great-West Health Plan Advantage-- deductible \$250 Effective: The first day of the month coinciding with or following one month of employment
<b>Life Insurance</b> <b>3 Options</b>	Basic: \$10,000 or 1x annual earnings -paid by City Supplemental            } Employee paid Voluntary                 } after-tax Dependent Coverage } premium
<b>Long Term Disability</b>	Offered through FPPA
<b>Dental Insurance</b> <b>2 Options</b>	Basic: \$1000 annual maximum – employee contributes towards the premium Comprehensive: \$2000 annual maximum - employee contributes towards premium
<b>Vision Insurance</b>	Exams, frames, lenses and contact lenses are available through this employee paid plan
<b>Flexible Spending Accounts</b>	Health Care: employees may contribute up to \$5000 Dependent Care: employees may contribute up to \$5000 FSA accounts may help lower employee's taxable income through pre-tax contributions
<b>Retirement</b>	<p><b>Sworn Police Officers and Dispatchers:</b> The City contributes 8% of base salary to a 401 Plan and the employee contributes a mandatory 8% of base salary to the 401 Plan</p> <p><b>Community Service Officers:</b> The City contributes 7.5% of base salary to a 401 Plan and the employee contributes a mandatory 3% of base salary to the 401 Plan</p> <p><b>Retirement Health Savings Plan:</b> All CBU employees contribute 1% of base salary to a Retirement Health Savings Plan offered by ICMA-RC</p> <p><b>457 Deferred Compensation Plan: Sworn Personnel and Dispatchers Only</b> - employees may contribute a portion of base salary within Plan and federal guidelines. The City will match up to 3% of contributions for employees</p>
<b>Other City Benefits</b>	Employee Assistance Program Wellness Programs Back-up Child and Adult Care and Referral Service Family Medical Leave (FMLA)



## LEAVE BENEFITS POLICE CBU EMPLOYEES

<b>Vacation</b>	<b><u>Years of Service</u></b>	<b><u>Vac. Hrs. Accrued Per Pay Period*</u></b>	<b><u>Days Accrued Per Year</u></b>
	0-3 yrs.	3.08 hrs.	10 days
	4-5 yrs.	3.69 hrs.	12 days
	6-7 yrs.	4.00 hrs.	13 days
	8-9 yrs.	4.31 hrs.	14 days
	10-12 yrs.	4.62 hrs.	15 days
	13-14 yrs.	4.92 hrs.	16 days
	15-16 yrs.	5.23 hrs.	17 days
	17-18 yrs.	5.54 hrs.	18 days
	19-20 yrs.	5.85 hrs.	19 days
	Over 20 yrs.	6.15 hrs.	20 days
<b>Holidays</b>	<p>At the beginning of each payroll year employees are provided with nine designated holidays and two floating holidays. Employees are not credited with and may not use floating holidays until they have completed six continuous months of service.</p> <p><b>9 designated holidays, total 72 hours per year*</b></p> <ul style="list-style-type: none"> <li>New Years Day</li> <li>Martin Luther King Day</li> <li>President's Day</li> <li>Memorial Day</li> <li>Independence Day</li> <li>Labor Day</li> <li>Veterans' Day</li> <li>Thanksgiving Day</li> <li>Christmas Day</li> </ul> <p>All designated holiday time not used during a calendar year will be forfeited after December 31 or at the end of the final pay period of the calendar year, whichever occurs later.</p>		
<b>Sick Leave</b>	<p>No sick leave during the first 30 days of employment; after 30 days of employment and up to 6 months of employment full-time employees have 10 days (80 hours) of sick leave. After 6 months of employment, employees have 360 hours of sick leave that may be used in any-24-month period.</p> <p>An employee may use up to 40 hours of sick leave per year as Dependent Care</p>		
<b>Emergency Leave</b>	<p>Employees may take up to 5 working days or 40 hours per medical emergency for self or family members when the employee is not ineligible for or has exhausted his/her sick leave</p>		
<b>Bereavement Leave</b>	<p>Employees may take up to a maximum of 5 working days for the death of a family member</p>		
	<p><b>*Hours are based on full-time employment and are pro-rated for employees in part-time positions based on their FTE</b></p>		