



FRINGE BENEFITS SERVICE AREA/UNIT DIRECTORS

Following is a list of major benefits plans that the City of Fort Collins provides to its **Service Area Director employees**.

Medical Insurance 2 Options	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
Life Insurance 3 Options	Basic: \$10,000 or 1x annual earnings -paid by City Supplemental } Employee paid Voluntary } after-tax Dependent Coverage } premium
Long Term Disability	City pays premium and provides 2/3 of monthly salary for a period of time determined by your age and disability. Restrictions apply based upon classifications and FTE.
Dental Insurance 2 Options	Basic: \$1000 annual maximum Comprehensive: \$2000 annual maximum
Vision Insurance	Exams, frames, lenses and contact lenses are available through this employee paid plan.
Flexible Spending Accounts	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
Retirement	Mandatory participation in the Money Purchase Plan, 401 (a) if effective immediately on date of hire. The employer contribution is 10.0% of the employee's salary. Voluntary contributions (% or \$ up to maximum allowable amount) can be made to a 457 Deferred Compensation Plan. Limits of contributions are determined by the IRS. The employer will match up to 3% of the employee's contributions.
Annual Executive Physical	Shall be permitted an annual executive physical examination by a physician of choice. This annual physical examination shall include any test or testing procedure recommended by the examining physician during the annual examination.
Other City Benefits	Employee Assistance Program Wellness Programs Back-up Child and Adult Care and Referral Service Family Medical Leave (FMLA)



LEAVE BENEFITS SERVICE AREA/UNIT DIRECTORS

Vacation	<u>Years of Service</u>	<u>Vac. Hrs. Accrued Per Pay Period*</u>	<u>Days Accrued Per Year</u>
	0-12 yrs.	6.15 hrs.	20 days
	13-14 yrs.	6.46 hrs.	21 days
	15-16 yrs.	6.77 hrs.	22 days
	17-20 yrs.	7.08 hrs.	23 days
	Over 20 yrs.	7.38 hrs.	24 days
	<p>In addition to the vacation schedule above, eligible* unclassified management employees receive a lump sum of forty (40) hours of vacation time at the beginning of each calendar year. For new employees this lump sum is prorated based on hire date (*See Personnel Policies and Procedures, Section 6.2.6.)</p>		
Holidays	<p>9 designated holidays, total 72 hours per year*</p> <ul style="list-style-type: none"> New Years Day Martin Luther King Day President's Day Memorial Day Independence Day Labor Day Veterans' Day Thanksgiving Day Christmas Day <p>All designated holiday time not used during a calendar year will be forfeited at the end of the final pay period of the calendar year.</p>		
Sick Leave	<p>Full-time eligible employees receive 120 hours of sick leave at the beginning of each year for use in that calendar year. This amount is pro-rated for part-time employees AND is pro-rated for those employees starting employment after January 1 of the calendar year. New employees may not use sick leave until following the first 30 calendar days of employment.</p> <p>Accrued but unused sick leave will roll into the employee's Short Term Disability bank at the end of the calendar year, up to a maximum of 265 hours* (see Short Term Disability below).</p>		
Short Term Disability	<p>Short Term Disability (STD) provides eligible employees with up to 90 days of paid time off at 70% of base pay for certain short term disabilities arising from non-occupational illnesses or injuries per calendar year. Employees must complete a 14 consecutive day elimination period per incident before STD pay begins.</p> <p>Full-time eligible employees receive 80 hours of Short Term Disability Bank hours (prorated based on FTE)* at the time of hiring. The employee may choose to use available Short Term Disability Bank hours or other paid leave (such as Vacation) to increase the STD leave from 70% to 100% of regular base pay.</p>		
Other Leave Benefits	<p>Eligible employees are provided the following additional leave benefits:</p> <ul style="list-style-type: none"> Injury Leave Jury Duty and Witness Appearance Leave Voting Time Military Leave Bereavement Leave Domestic Violence Leave 		
	<p>*Hours are based on full-time employment and are pro-rated for employees in part-time positions based on their FTE</p>		