



## FRINGE BENEFITS UNCLASSIFIED MANAGEMENT

Following is a list of major benefits plans that the City of Fort Collins provides to its **Unclassified Management employees**.

<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>	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.
<b>Dental Insurance</b> <b>2 Options</b>	Basic: \$1000 annual maximum - employee contributes towards 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>	After 6 months of employment, employees have mandatory participation in the Money Purchase Plan, 401 (a). The employer contributions are 6.5% of the employee's salary and 6% contribution by the employee. Voluntary contributions (% or \$ up to maximum allowed) can be made to a 457 Deferred Compensation Plan. Limits of contributions are determined by the IRS.
<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 UNCLASSIFIED MANAGEMENT EMPLOYEES

Vacation	<u>Years of Service</u>	<u>Vac. Hrs. Accrued Per Pay Period*</u>	<u>Days Accrued Per Year</u>
	0-3 yrs.	4.62 hrs.	15 days
	4-5 yrs.	4.92 hrs.	16 days
	6-7 yrs.	5.23 hrs.	17 days
	8-9 yrs.	5.54 hrs.	18 days
	10-12 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><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 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><b>Eligible employees are provided the following additional leave benefits:</b></p> <ul style="list-style-type: none"> <li>Injury Leave</li> <li>Jury Duty and Witness Appearance Leave</li> <li>Voting Time</li> <li>Military Leave</li> <li>Bereavement Leave</li> <li>Domestic Violence Leave</li> </ul>		
	<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>		