



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	<p>UMR Core-- deductible \$500 UMR Advantage-- deductible \$350</p> <p>Effective: The first day of the month coinciding with or following one month of employment</p>
Life Insurance 3 Options	<p>Basic: 1x annual earnings -paid by City Supplemental } Employee paid Voluntary } after-tax Dependent Coverage } premium</p>
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	Comprehensive: \$1500 annual maximum
Vision Insurance	Exams, frames, lenses and contact lenses are available through this employee paid plan.
Flexible Spending Accounts	<p>Health Care: employees may contribute up to \$2500 Dependent Care: employees may contribute up to \$5000 FSA accounts may help lower employee's taxable income through pre-tax contributions</p>
Retirement	<p>Mandatory participation in the Money Purchase Plan, 401 (a) is 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.</p>
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	<p>Employee Assistance Program Wellness Programs Back-up Child and Adult Care and Referral Service Family Medical Leave (FMLA)</p>