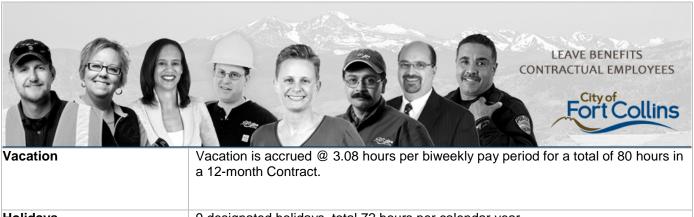


## Following is a list of major benefits plans that the City of Fort Collins provides to its Contractual employees.

Medical Insurance	UMR Healthcare Premier Plan : Deductible \$300
	Effective: The first day of the month coinciding with or following one month of employment
CityCare	CityCare, managed by Marathon Health, is our onsite healthcare clinic providing services to employees and family members covered under the City's health plan. Staffed with a Physician Assistant and Health coach, they treat a variety of common illnesses and injuries. In addition to sick care, a full range of prevention, health coaching and assessments are provided. There is no cost to use CityCare.
Life Style Management	As part of the City's commitment to offer benefit coverage that helps prevent injuries and illness the following preventative services are available to employees and family members covered under the City's health plan;
	Preventative Services Covered:     Registered Dieticians     Therapeutic Massage Therapy     Acupuncture     Biofeedback
Life Insurance 3 Options	Basic: 1x annual earnings - paid by City
	Supplemental } Employee paid Voluntary } after-tax Dependent Coverage } premium
Dental Insurance	Comprehensive Dental Plan: \$1500 annual maximum - employee contributes towards premium. Two preventive visits per year covered at 100% using a PPO provider.
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 \$2550 Dependent Care: employees may contribute up to \$5000 FSA accounts may help lower employee's taxable income through pre-tax contributions Carryover provision allows up to \$500 unused contributions into the following year
Retirement	Social Security: employer contributes 7.65% and employee matches with mandatory 7.65% Eligible to participate in the ICMA-RC Roth IRA Plan
Other City Benefits	Employee Assistance Program Wellness Programs Back-up Child and Adult Care and Referral Service Family Medical Leave (FMLA)



## **Holidays**

9 designated holidays, total 72 hours per calendar year

New Years Day Martin Luther King Day President's Day Memorial Day Independence Day Labor Day Veterans' Day Thanksgiving Day Christmas Day

2 Floating Holidays per calendar year. Employees are not credited with and may not use floating holidays until after they have completed six continuous months of employment.

## Sick Leave

Contractual employees receive 40 hours of sick leave upon execution of their Contract and shall additionally accrue 3.08\* hours of sick leave per biweekly pay period. The accrual of sick leave time shall not exceed 120 hours at any time during the term of the Contract. Contractual employees may not use more than 120 hours of sick leave in any 52 week period.

## Other Leave Benefits

Eligible employees are provided the following additional leave benefits:

Injury Leave Jury Duty and Witness Appearance Leave Voting Time Military Leave

**Domestic Violence Leave** 

\*Hours are based on full-time employment and are pro-rated for employees in part-time positions based on their FTE