



Following is a list of major benefits plans that the City of Fort Collins offers to its **Full-time Hourly employees**.

Eligibility	Positions are designated by the hiring department and are regularly scheduled to work 30 or more hours per work week for 26 weeks or more in any 12-month period
Medical Insurance	<p>UMR Healthcare Premier Plan : deductible \$300</p> <p>Effective: The first day of the month coinciding with or following one month of employment</p>
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	<p>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;</p> <p>Preventative Services Covered:</p> <ul style="list-style-type: none"> • Registered Dieticians • Therapeutic Massage Therapy • Acupuncture • Biofeedback



<p>■ Personal Leave</p>	<p>Employees who have worked at least 520 regular hours in an hourly position, are eligible to accrue personal leave.</p> <p>Eligible employees accrue personal leave time at the rate of .019 hours for each regular hour actually worked (up to 40 hours per week), up to a maximum of 40 hours of personal leave.</p> <p>Once the cap of 40 hours is reached, employees will cease accruing additional personal leave time. If the employees later use enough personal leave time to fall below the 40 hour cap, they will start accruing personal leave time again from that date forward until they reach the cap of 40 hours.</p>																												
<p>■ Holidays</p>	<p>Employees in hourly positions are eligible to receive paid holiday time for any designated holiday which falls during a biweekly pay period in which the employee worked or received paid leave for 30 or more hours.</p> <p>The amount of time paid for a designated holiday shall be determined according to the following chart:</p> <p><u>Holiday Pay when there is 1 Holiday in the Pay Period</u></p> <table> <tr> <th>Regular Hours worked and Personal Leave Used Per Pay Period</th><th>Holiday Pay</th></tr> <tr> <td>30 to <36 hours</td><td>3 hours</td></tr> <tr> <td>36 to <45 hours</td><td>4 hours</td></tr> <tr> <td>45 to <54 hours</td><td>5 hours</td></tr> <tr> <td>54 to <63 hours</td><td>6 hours</td></tr> <tr> <td>63 to <72 hours</td><td>7 hours</td></tr> <tr> <td>72 hours +</td><td>8 hours</td></tr> </table> <p><u>Holiday Pay when there are 2 Holidays in the Pay Period</u></p> <table> <tr> <th>Regular Hours worked and Personal Leave Used Per Pay Period</th><th>Holiday Pay</th></tr> <tr> <td>30 to <32 hours</td><td>3 hours</td></tr> <tr> <td>32 to <40 hours</td><td>4 hours</td></tr> <tr> <td>40 to <48 hours</td><td>5 hours</td></tr> <tr> <td>48 to <56 hours</td><td>6 hours</td></tr> <tr> <td>56 to <64 hours</td><td>7 hours</td></tr> <tr> <td>64 hours +</td><td>8 hours</td></tr> </table> <p><u>Designated Holidays</u></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 	Regular Hours worked and Personal Leave Used Per Pay Period	Holiday Pay	30 to <36 hours	3 hours	36 to <45 hours	4 hours	45 to <54 hours	5 hours	54 to <63 hours	6 hours	63 to <72 hours	7 hours	72 hours +	8 hours	Regular Hours worked and Personal Leave Used Per Pay Period	Holiday Pay	30 to <32 hours	3 hours	32 to <40 hours	4 hours	40 to <48 hours	5 hours	48 to <56 hours	6 hours	56 to <64 hours	7 hours	64 hours +	8 hours
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<p>■ Other Leave Benefits</p>	<p><u>Eligible employees are provided the following additional leave benefits:</u></p> <ul style="list-style-type: none"> • Injury Leave • Jury Duty and Witness Appearance Leave • Emergency Leave • Voting Time • Military Leave • Bereavement Leave • Domestic Violence Leave 																												