



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

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	<p>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.</p>
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
Life Insurance 3 Options	<p>Basic: 1x annual earnings - paid by City</p> <p>Supplemental } Employee paid Voluntary } after-tax Dependent Coverage } premium</p>
Dental Insurance	<p>Comprehensive Dental Plan: \$1500 annual maximum - employee contributes towards premium. Two preventive visits per year covered at 100% using a PPO provider.</p>
Vision Insurance	<p>Exams, frames, lenses and contact lenses are available through this employee paid plan</p>
Flexible Spending Accounts	<p>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</p>
Retirement	<p>Social Security: employer contributes 7.65% and employee matches with mandatory 7.65% Eligible to participate in the ICMA-RC Roth IRA Plan</p>
Other City Benefits	<p>Employee Assistance Program Wellness Programs Back-up Child and Adult Care and Referral Service Family Medical Leave (FMLA)</p>



Vacation	Vacation is accrued @ 3.08 hours per biweekly pay period for a total of 80 hours in a 12-month Contract.
Holidays	<p>9 designated holidays, total 72 hours per calendar year</p> <p>New Years Day Martin Luther King Day President's Day Memorial Day Independence Day Labor Day Veterans' Day Thanksgiving Day Christmas Day</p> <p>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.</p>
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	<p>Eligible employees are provided the following additional leave benefits:</p> <p>Injury Leave Jury Duty and Witness Appearance Leave Voting Time Military Leave Domestic Violence Leave</p>
	<p><i>*Hours are based on full-time employment and are pro-rated for employees in part-time positions based on their FTE</i></p>