

FY2019/2020 Summary of Benefits

Medical & Prescription, Dental & Vision

ELIGIBLE EMPLOYEES	DESCRIPTION	ELIGIBILITY	WHO PAYS															
Health Insurance (Including Prescription)																		
Regular full-time and designated part-time employees averaging a work week of 30 hours or more.	<p>Comprehensive High Deductible Health Plan (HDHP) with a Health Savings Account which includes four tier prescription drugs. Premiums for the plan are paid through payroll deductions on a semi-monthly, pre-tax basis. There is NO COST to the employee for employee only coverage if they have earned the Healthy Advantage discount.</p> <table border="1"> <thead> <tr> <th></th> <th>Earned</th> <th>Not Earned</th> </tr> </thead> <tbody> <tr> <td>EE Only</td> <td>No Cost</td> <td>\$25.04</td> </tr> <tr> <td>EE/Spouse</td> <td>\$198.17</td> <td>\$223.21</td> </tr> <tr> <td>EE/Children</td> <td>\$84.86</td> <td>\$109.50</td> </tr> <tr> <td>Family</td> <td>\$335.26</td> <td>\$360.30</td> </tr> </tbody> </table>		Earned	Not Earned	EE Only	No Cost	\$25.04	EE/Spouse	\$198.17	\$223.21	EE/Children	\$84.86	\$109.50	Family	\$335.26	\$360.30	First day of the month following 30 days of continuous employment.	City of Washington and Employee
	Earned	Not Earned																
EE Only	No Cost	\$25.04																
EE/Spouse	\$198.17	\$223.21																
EE/Children	\$84.86	\$109.50																
Family	\$335.26	\$360.30																
FLEX FUNDS <i>(Exception: (LEO's) do not receive this benefit due to the 5% 401K contribution requirement.)</i>	Eligible employees receive \$40.00 per pay period contribution into their HSA/FSA/401K and/or 457. The total yearly contribution is \$1,040.																	
LUMP SUM	Eligible employee also receives a Lump Sum contribution of \$600.00 in July into their HSA or FSA. This amount is prorated throughout the year for new hires, based on their benefit eligibility date.																	
Dental/Vision Plan (Combined)																		
Regular Full-time and designated part-time employees averaging a work week of 30 hours or more.	<p>Dental PPO plan, calendar year maximum \$1,000. Orthodontic coverage, \$1,000 maximum (per person). Vision Plan, One eye exam, 20% discount glasses, 15% discount for contact lenses.</p> <table border="1"> <thead> <tr> <th></th> <th>EE Only</th> <th>No Cost</th> </tr> </thead> <tbody> <tr> <td>EE/Spouse</td> <td>\$18.38</td> <td></td> </tr> <tr> <td>EE/Children</td> <td>\$24.75</td> <td></td> </tr> <tr> <td>Family</td> <td>\$40.17</td> <td></td> </tr> </tbody> </table>		EE Only	No Cost	EE/Spouse	\$18.38		EE/Children	\$24.75		Family	\$40.17		First day of the month following 30 days of continuous employment	City of Washington and Employee			
	EE Only	No Cost																
EE/Spouse	\$18.38																	
EE/Children	\$24.75																	
Family	\$40.17																	
Health Savings Acct (HSA)																		
Healthcare Flex Spending (FSA) & Dependent Care (DCFSA)																		
Regular Full-time and designated part-time employees averaging a work week of 30 hours or more.	Healthcare FSA helps employees budget and pay for qualifying out of pocket health expenses and work related dependent day care expenses. Pre-tax deduction.	First day of the month following 30 days of continuous employment	Employee															

Employee Assistance Program

ALL Employees and immediate family members	Confidential counseling (4) sessions to help resolve problems that affect your life. Designed for personal or family problems, including stress, anxiety, mental health, substance abuse, various addictions, marital problems, parenting problems, emotional problems, or financial or legal issues.	Immediately	City of Washington
--	---	-------------	--------------------

Employee Wellness Programs

<p>Biometric Screening Regular Full-time, designated part-time employees averaging a work week of 30 hours or more.</p>	Wellness Incentive – eligible employees are eligible to earn \$50 - \$300, based on individual biometric results.	Immediately	City of Washington
<p>Health & Wellness Clinic</p> <ul style="list-style-type: none"> • ALL employees • Dependents who are enrolled in the city's medical insurance (must be 13 years and older). 	Clinic is open every Thursday from 7:30am to 11:30 at City Hall.	Immediately	
<p>Flu Shots ALL employees</p>	Flu Clinic is held in the fall.	Immediately	

Aquatics & Fitness Center

ALL Employees	Variety of exercise equipment, fitness programs, and a pool for all ages. Free membership to employee only. Family membership is available for \$8.00 a pay period.	Immediately	City of Washington and Employee
---------------	---	-------------	---------------------------------

Employees' Pension Plan (defined benefit plan)

Regular Full-time, designated part-time employees averaging a work week of 20 hours' weekly (including Law Enforcement Officers (LEO))	Local Governmental Employees; Retirement System (LGERS). Employee contributes 6.0% per pay period.	Immediately	Employee
	City of Washington contributes 8.95% of your annual salary to your retirement account.	Immediately	City of Washington
	City of Washington contributes 9.70% of LEO's annual salary to their retirement account.	Immediately	City of Washington

401K

Regular Full-time and part-time employees who are LGERS eligible. (except LEO's)	An investment plan that helps build retirement income to supplement retirement, social security and personal savings. If employee contributes \$5.00 per pay period, the City will contribute \$10 per pay period toward 401(k).	Immediately	City of Washington and Employee
Law Enforcement Officers	An investment plan that helps build retirement income to supplement Retirement, social security and personal savings. City contributes 5% of salary for Law Enforcement employees.	Immediately	City of Washington

Voluntary Benefits

Basic Life Insurance (Employee)

Regular Full-time	\$15,000 Basic Term Life \$15,000 AD&D insurance	First day of the month following 30 days of continuous employment	City of Washington
Active Volunteer Fire Fighter (must meet requirements see plan for details)	\$15,000 Basic Term Life		

Optional Life (Employee)

Regular Full-time	Optional Term Life (max \$100,000)	First day of the month following 30 days of continuous employment	Employee
-------------------	------------------------------------	---	----------

Optional Life (Dependent)

Regular Full-time	Optional Term Life (max 50,000) for spouse and (max \$5,000) for child	First day of the month following 30 days of continuous employment	Employee
-------------------	--	---	----------

Short-term & Long Term Disability

Regular Full-time	STD- Maximum of \$2,000 per week. Duration 13 weeks. LTD- Maximum \$2,000 per week for up to 5 years if disabled prior to age 61	First day of the month following 30 days of continuous employment	Employee
-------------------	---	---	----------

Critical Illness Insurance

Regular Full-time	Critical Illness insurance coverage provides a cash benefit to the policy holder when an insured person has a covered illness or event.	First day of the month following 30 days of continuous employment	Employee
-------------------	---	---	----------

Group Accident Insurance

Regular Full-time	Accident insurance coverage provides a cash benefit when an insured is injured due to a covered Accident.	First day of the month following 30 days of continuous employment	Employee
-------------------	---	---	----------

Hospital Indemnity

Regular Full-time	Provides cash benefits that help pay for some of the costs medical and nonmedical associated with a covered hospital stay due to a sickness or accidental injury.	First day of the month following 30 days of continuous employment	Employee
-------------------	---	---	----------

Workers' Compensation

All	Coverage for verified work related injuries and disabilities.	Immediately	City of Washington
-----	---	-------------	--------------------

Social Security & Medicare Taxes

All	Federal Insurance Contributions Act (FICA), Social Security and Medicare Taxes	Immediately	City of Washington and Employee
-----	--	-------------	---------------------------------

Summary of Benefits—Other Benefits

ELIGIBLE EMPLOYEES	DESCRIPTION	ELIGIBILITY	WHO PAYS
Education Tuition Assistance			
Regular Full-time	Employee Tuition Assistance Program. Offers assistance for college or university tuition, textbooks, and select associated fees.	Available upon successful completion of 12 month probationary period.	City of Washington
Local Government Employee Credit Union			
All	Contributions to accounts through payroll deductions or personal deposits; loans available after 6 months of membership. Free loan insurance is offered.	Immediately	Employee
Uniforms/Safety Shoes			
Qualifying Positions	For qualifying positions, uniforms are provided at no cost to employees. City participates in the cost of steel toed safety shoes	Immediately	City of Washington
Vacation			
Regular Full-time	Accrual based on service: Less than 5 yrs.: 8hrs./month 5 -10 yrs. 10 hrs./month 10-15 yrs. 12 hrs./month 15-20 yrs. 14 hrs./month 20 + yrs. 16 hrs./month	Begin earning hours the first 15 th of the month that you are employed. Carry over up to 240 hours, any additional will be rolled into your sick leave balance.	City of Washington
Fire / Rescue (24.25 hr. shift)	Less than 5 yrs. 14.15 hrs./month 5-10 yrs. 16.17 hrs./month 10-15 yrs. 20.20 hrs./month 15-20 yrs. 22.22 hours/month 20 + yrs. : 24.25 hrs./month	Begin earning hours the first 15 th of the month that you are employed. Carry over up to 339.5 hours, any additional will be rolled into your sick leave balance.	City of Washington
Sick Leave			
Regular Full-time	1-20 yrs. 8 hrs./month 20+ yrs. 10 hrs./month	Begin earning hours the first 15 th of the month that you are employed.	City of Washington
Fire / Rescue (24.25 hr. shift)	1-20 yrs. 14.15 hrs./month 20+ yrs. 18.18 hrs./month	Begin earning hours the first 15 th of the month that you are employed.	City of Washington
Military Leave			
Regular Full-time	Applies to employees who are in the Armed Forces Reserve or the National Guard for required military training. City pays the difference between regular pay and military base pay for up to 2 calendar weeks/yr.	Immediately	City of Washington

Family Medical Leave Act			
ALL employees who meet eligibility requirements.	Up to 12 weeks per 12-month period without pay for birth of child, placement of adopted child, care for relative with serious health condition, for serious personal illness or qualifying exigency because the employee's spouse, son, daughter, or parent is a military member on active duty or call to covered active duty. Up to 26 workweeks to care for a covered service	After 12 months of employment, must have worked at least 1,250 hrs. during the preceding 12 month period.	Employee
Leave for Parental Involvement in School			
Regular Full-time	Up to 4 hours of unpaid leave per school yr. to attend or be involved in child's school	Immediately	Employee
Holidays			
Regular Full-time	11 paid Holidays per year	Immediately	City of Washington

Summary of Benefits—Disclaimer

This document is informational only and is not intended to be and should not be construed as a contract of employment. Any benefit outlined in this document may be modified, decreased, deleted, or increased at any time with or without advance notice.

Last Revised: 8/13/2019