

City of Hector Benefits

- ❖ **Health Insurance:** *Preferred One*
Employee Premium 100% paid by the city with a \$3,000 deductible
- ❖ **Family Health Insurance:** *Preferred One*
Family Premium \$800/month paid by the city with a \$3,000 deductible - remainder out of employee's bi-weekly paycheck. If no remainder employee does NOT receive the difference
- ❖ **Dental Insurance:** *Delta Dental PPO PLUS PREMIER*
Premium 100% paid by the city
- ❖ **Vision care Insurance:** *Delta Vision*
Premium 100% paid by the city
- ❖ **Short-term Disability Insurance:** *The Hartford*
Premium 100% paid by the city
- ❖ **Long-term Disability Insurance:** *The Hartford*
Premium 100% paid by the city
- ❖ **\$50,000 Life Insurance Policy:** *The Hartford*
Premium 100% paid by the city
- ❖ **Health Savings Account (HSA):**
City contribution \$1,300 per year (if the employee elects the city's health insurance plan)
- ❖ **Daycare FLEX Plan:**
Payroll deduction/fees paid by the city
- ❖ **Medical FLEX Plan:**
Payroll deduction/fees paid by the city
- ❖ **AFLAC:**
Payroll deduction, if elected by employee
- ❖ **Public Employees Retirement Association/PERA:**
Payroll deduction and City contribution
- ❖ **Sick Rate:**
8 hours a month but cannot be used till here one full year

❖ **Vacation Schedule:**

6 months – 40 hours	1 year – 40 hours	2 years – 80 hours
3-4 years – 120 hours	5-14 years – 160 hours	15+ years – 200 hours

❖ **Comp Time:**

Only police department receives (# of hour(s) x 1.5)

❖ **Paid Holidays:**

New Year's Day	MLK Day	President's Day
Good Friday	Memorial Day	June 19 th (approved 5/9/2022)
July 4 th	Labor Day	Veteran's Day
Thanksgiving	Black Friday	Christmas Eve
Christmas Day		