



CITY OF LONGMONT BENEFIT PACKAGE - 2024

HEALTH & WELLNESS FOR YOU AND YOUR FAMILY

> Health, Dental and Vision Insurance

The City offers two medical plans. Employees may choose either the Triple Option medical plan (choice to access benefits through a PPO provider, an HMO provider or out-of-network provider) or the Kaiser HMO medical plan. Dental benefits are provided through Delta Dental, and vision coverage is offered through Vision Service Plan of Colorado. 2024 *full-time* employee monthly contributions are:

	Triple Option	HMO	Dental	Vision*
Employee Only	\$69.75	\$ 0	\$3.53	\$0/\$10.03
Employee + one dependent	\$214.85	\$166.17	\$39.31	n/a
Employee + two or more dependents	\$488.24	\$377.61	\$115.43	\$3.60/\$28.20

*Vision Rates are for Exam Only / Exam + Materials

The Wellness Works program is open to all employees with a range of classes, activities, and incentives for healthy living.

PREPARING FOR THE UNEXPECTED

> Basic Life Insurance

The City pays the full cost of employee basic life and accidental death and dismemberment coverage. Life benefits under each plan are equal to 1½ times the employee’s annual base salary up to a maximum of \$250,000 each.

> Long Term Disability

The City pays the full cost of employee Long-Term Disability benefits at 60% base monthly pay to a maximum benefit of \$10,000 per month through UNUM.

> Supplemental Insurance

Employees may purchase additional insurance products for themselves and eligible dependents through AFLAC.

> Family and Medical Leave

Qualified employees may use Family & Medical Leave for personal or family events that necessitate an absence from work under the provisions of the Family & Medical Leave Act.

PLANNING FOR YOUR FUTURE

> City Public Safety Retirement

Please inquire for Public Safety specific retirement information.

> **Section 457 Investment Plan**

The City offers employees an optional Deferred Compensation Plan, which defers federal and some state income taxes until retirement. Employees direct their funds into several investment options provided through ICMA. This plan includes a Roth contribution option.

TIME FOR YOURSELF

> **Vacation**

Full-time employees earn 96 hours of vacation annually for the first two years of employment. Additional vacation time is accrued after two years. Those with relative prior experience may qualify for a higher accrual rate, subject to review and approval. In addition to the rate of accrual, new benefitted employees are provided with a beginning balance of 40 hours of vacation (prorated for less than full time.)

> **Sick Leave**

Full-time employees earn 96 hours of sick leave per year and this leave may be accumulated without limitation.

> **Holidays**

The City observes 11 designated holidays per year plus a floating personal holiday.

SOME EXTRAS

> **Tuition Reimbursement**

The City offers a tuition reimbursement program for employees attending classes at accredited educational institutions.

> **Employee Assistance Program**

Counseling and related services are available for employees and their family members at no charge through an Employee Assistance Program.

> **Flexible Spending Accounts**

Employees may elect to put aside money on a pre-tax basis to pay qualified dependent care and health care expenses.

> **Retiree Health Savings Account**

Please inquire for information specific to Public Safety positions.

> And more perks including: Free Recreation Pass (taxable fringe benefit), Employee Wellness Program (may qualify for monetary incentives and additional Wellness Vacation time), full time benefitted employment time may qualify toward the Federal Public Service Loan Forgiveness program, Employee-Driven Mentorship Program, and more!