

CITY OF MITCHELL BENEFIT SUMMARY

as of January 1, 2009

VACATION:	<u>LENGTH OF SERVICE</u>	<u>ACCRUAL</u>
	0-5 Years	80 Hours
	6-12 Years	120 Hours
	13 > Years	160 Hours

SICK LEAVE: 96 Hours (24 hours annually of Family Emergency Leave included in this total)

HOLIDAYS:	New Years	Native American Day
	Martin Luther King	Veterans Day
	1/2 Day – Good Friday	Thanksgiving Day
	Memorial Day	1/2 Day – Christmas Eve
	Independence Day	Christmas Day
	Labor Day	

HEALTH INSURANCE: GOLD PLAN -- \$250.00 Deductible

Employee	\$ 36.00/month
2 Party	\$ 181.14/month
Family	\$ 278.16/month

SILVER PLAN -- \$500.00 Deductible

Employee	\$ -0-
2 Party	\$ 151.14/month
Family	\$ 249.76/month

DENTAL INSURANCE:	Employee	\$ -0-
	2 Party	\$ 34.64 month
	Family	\$ 74.30 month

CAFETERIA PLAN: Pre-tax deductions for qualified insurance premiums. Flexible Spending Account for unreimbursed medical expenses and dependent day care.

LIFE INSURANCE: Employee covered for \$15,000 – **Voluntary Supplemental Life** available

RETIREMENT: General Employee Contribution 6%/City match 6%
Public Safety Employee Contribution 8%/City match 8%
Vested in plan: 3 years

LONGEVITY PAY: Bonus paid annually in December based on the number of years of service with the City of Mitchell beginning after the 6th year of employment.

Other benefits include EAP, Work Comp, Funeral Leave, Voting time, Jury and Witness Duty.

Other coverage's are available through the City, at the employee's expense, such as catastrophic illness/cancer insurance/heart disease.

Payroll deducts available: Golf membership and Recreation Center membership.