

CITY OF MITCHELL -- BENEFIT SUMMARY - 2022

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 (may use 40 hours of these hours for Family Sick Leave)

HOLIDAYS: New Year's Day – 12/31/21.....Martin Luther King Day -- 1/17/22
Presidents Day – 2/21/22.....½ day Good Friday – 4/15/22
Memorial Day – 5/30/22..... Juneteenth – 6/20/22
Independence Day – 7/4/22.....Labor Day – 9/5/22
Native American Day – 10/10/22...Veterans Day – 11/11/22
Thanksgiving -- 11/24/22.....½ day Christmas Eve 12/23/22
Christmas Day 12/26/22

EMPLOYEE BANQUET: April 29, 2022

HEALTH INSURANCE: **Deductible \$750 single, 2 @ \$750 two-party and family**
Employee \$ -0-
Two-party \$ 125.50 per pay period, 24 of the 26 pay periods
Family \$ 213.50 per pay period, 24 of the 26 pay periods

DENTAL INSURANCE: **Deductible \$25 per person, maximum \$75 per year family deductible**
Employee \$ -0-
2 Party \$ 24.06 per pay period, 24 of the 26 pay periods
Family \$ 51.66 per pay period, 24 of the 26 pay periods

LIFE INSURANCE: Employee covered for \$15,000 with term life policy

WAGeworks FLEX PLAN: Pre-tax deductions for qualified insurance premiums. Flexible Spending Account for unreimbursed medical and day care.

RETIREMENT: General Employee Contribution is 6% of pay with City match of 6%
Public Safety Employee Contribution 8% with City match of 8%
Vested in plan: 3 years.

CONNECTIONS EMPLOYEE ASSISTANCE PROGRAM: Counseling Services, Training Programs, Attorney Consults, Credit Counseling, with an Employee Resource Website and 24-hour Hotline.

Miscellaneous Benefits: Worker's Compensation, Voting Time, Funeral Leave, Jury and Witness Duty, Palace City Fed Credit Union

Optional Benefits at Employee's Expense: Payroll Deduction is available for employee Rec Center and/or Golf memberships at Corporate Rates as part of the City Wellness Program. Supplemental Voluntary Life insurance is available. AFLAC supplemental insurance policies available at group rates. Employees may invest in supplemental retirement plans in addition to the mandatory plan.