



### \*Benefits Summary 2021

- Health and prescription drugs -Employee pays \$10.50 per pay period  
2 plans offered
- Gap Insurance -Employer pays 100% for employee
- Dental Insurance -Employer pays 100% for employee
- Vision Insurance -Employer pays 100% for employee
- Long term disability & life insurance -Employer pays 100% for employee
- Retirement – CRA  
FPPA -8% employee/8% match by employer  
-11.5% employee/8.5% match by employer
- EAP (Employee Assistance Program) -Employer pays 100% for employee & dependents
- Holidays -12 holidays, 1 floating holiday per year
- Vacation -1-4 years, 80 hours per year  
5-9 years, 120 hours per year  
10+ years, 160 hours per year
- Sick days -12 days per year
- Lunch hour -One paid lunch hour per day
- Free gym membership to Parks and Recreation -Employees are free
- Free admittance to shows at the Butte -Employees are admitted free of charge once to each show

\*The City will contribute \$3000.00 per year towards dependent coverage. This will be calculated on a per pay period basis which calculates to \$115.38. Employees will be responsible for the balance of dependent coverage.

\* All benefits start the 1<sup>st</sup> of the next month following date of hire.

\* All health benefits expire the end of the month following resignation/termination date.