

MONTHLY INSURANCE PREMIUMS EFFECTIVE JANUARY 1, 2016 – December 31, 2016					
Plan	Level of Coverage	Total Premium	City Pays	Employee Pays	Approx.% City pays
Blue Saver with Health Savings Account (HSA)					
	Individual (City contributes \$46.17 to employee's HSA)	\$560.23	\$606.40	\$0.00	108%
	Employee Plus Spouse or Child(ren)	\$1,199.05	\$1,040.91	\$158.14	87%
	Family	\$1,387.39	\$1,204.73	\$182.67	87%
Preferred-Care Blue					
	Individual	\$606.40	\$606.40	\$0.00	100%
	Employee Plus Spouse or Child(ren)	\$1,301.13	\$1,040.91	\$260.23	80%
	Family	\$1,505.91	\$1,204.73	\$301.18	80%
Preferred-Care Blue Choice					
	Individual	\$676.18	\$606.40	\$69.79	90%
	Employee Plus Spouse or Child(ren)	\$1,445.26	\$1,040.91	\$404.35	72%
	Family	\$1,673.16	\$1,204.73	\$468.43	72%
Delta Dental					
	Individual	\$37.14	\$37.14	\$0.00	100%
	Family	\$93.54	\$76.54	\$17.00	82%
VSP Vision					
	Individual	\$7.31	\$7.31	\$0.00	100%
	Family	\$16.72	\$13.38	\$3.34	80%

- Fully paid life insurance for employee (one year annual salary, \$100,000 maximum) and dependents (\$3,000)
- Fully paid short-term and long-term disability insurance which pays 60% of employee's salary
- Fully paid retirement plan - Missouri Local Government Employees' Retirement System
- Paid vacation:
 - 2 weeks per year (1 week at 6 months)
 - 3.6 weeks after ten years
 - 4.6 weeks after twenty years
 - 3 weeks after five years
 - 4 weeks after fifteen years
 - 5 weeks after twenty-five years
- Paid sick leave – 12 days earned per year
- Paid personal leave - 2 days per year
- Paid Holidays:

New Year's Day	Fourth of July	Christmas Day
Martin Luther King's Birthday	Labor Day	Day before or after Christmas
Washington's Birthday	Thanksgiving Day	(As selected by the City)
Memorial Day	Day after Thanksgiving	
- Educational assistance for job related college course work
- Employee assistance plan offering free short-term counseling, legal and financial referrals for employees & dependents
- Supplemental life, cancer, heart, and accident benefits available for employee purchase through payroll deductions
- Deferred Compensation Plans
- 125 Tax Savings Plan for health and dependent care expenses
- Employee fitness center memberships partially reimbursed by the City

The City retains the right to modify its benefits package periodically as necessary. This summary does not represent a contractual agreement.