



## CITY OF BELGRADE BENEFITS

**Health/Dental/Vision:** premiums covered at 100% for employee only w/ some contribution toward spouse & dependents. Three Medical plan options ranging from \$500 individual deductible to \$3,200 High Deductible Health Plan.

**Basic Life Insurance:** City provided \$50,000 employee + \$5,000 on spouse dependents, option to purchase voluntary life and AD&D.

**Other:** Employee Assistance Program, Annual wellness screening w/ \$ incentives

### **Retirement:**

- Public Employee Retirement System (PERS): Employee mandatory contribution is 7.9%, City/State match is 9.17%.
- 457 Deferred Compensation or ROTH Contributions (optional): employee may contribute with up to 7% match from City.

### **Paid Leave:**

- Holidays – 13 paid holidays in general election years
- Vacation Leave - New Employees earn up to 15 days per year, accrued monthly (may be adjusted for prior Montana service or experience.) Leave accruals increase based on years of service. Employees may use vacation leave as soon as it is available.
- Sick Leave - Employees earn up to 12 days per year, accrued monthly. Employees may use sick leave as soon as it is available.

### **Optional Benefits:**

- City-paid gym membership at SNAP Fitness
- Flexible Benefits Plan (Medical/Dependent Childcare)
- Health Savings Account (with High Deductible Health Plan only)
- AFLAC Supplemental Insurance