

# CITY OF LAKEWOOD SUMMARY OF BENEFITS



VALUED.  
SUPPORTED.  
INVESTED IN.






## 2026 / 2027 PLAN YEAR

The City of Lakewood is committed to providing a competitive Benefits Package for our employees. Employees may elect to cover themselves and may also cover qualified dependents and civil union partners. Children may be covered through the end of the year in which they turn age 26, regardless of their dependent status, marriage status, or if they have access to insurance through their employer.

Employees and the City of Lakewood share in the cost of health care coverage.


The 2026/2027 plan year is April 1, 2026 – March 31, 2027.

### FOLLOWING IS A SUMMARY OF THE BENEFITS THE CITY OF LAKEWOOD OFFERS:

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|  <h4>MEDICAL</h4> <ul style="list-style-type: none"> <li>Cigna HDHP with Health Savings Account (HSA)</li> <li>Kaiser HDHP with Health Savings Account (HSA)</li> <li>Preventive care</li> <li>Competitive employer contributions toward coverage</li> </ul> <p>Coverage for you, your dependents and civil union partners.<br/>Children covered through age 26.</p> |  <h4>PENSION &amp; DEFERRED COMPENSATION</h4> <ul style="list-style-type: none"> <li>Our pension fund is a social security replacement, money purchase plan.</li> <li>Mandatory employee contribution is 11% of gross base salary.</li> <li>City contribution is 13% of gross base salary.</li> <li>City Contribution to 457</li> <li>You may choose to contribute additional amounts to your 457 account.</li> </ul> <p>A strong retirement benefit you can count on today and for the future.</p> |
|  <h4>DENTAL</h4> <ul style="list-style-type: none"> <li>Delta Dental PPO Plus Premier Plan</li> </ul>  |  <h4>PAID TIME OFF</h4> <ul style="list-style-type: none"> <li>Vacation leave</li> <li>Sick leave</li> <li>11 Paid Holidays</li> <li>Family &amp; Medical Leave (FMLA)</li> <li>Military Leave</li> <li>Jury Duty</li> <li>Injury Leave</li> </ul> <p>Time to rest, recharge and be there for what matters most.</p>  |
|  <h4>VISION</h4> <ul style="list-style-type: none"> <li>Vision Service Plan (VSP)</li> </ul>   |  <h4>LIFE INSURANCE</h4> <p>Employees are covered for 1.5 times their annual base salary in life insurance and accidental death and dismemberment, up to a maximum of \$500,000 (the minimum benefit is \$50,000). The city pays the cost of this coverage.</p>   |
|  <h4>SICK LEAVE</h4> <ul style="list-style-type: none"> <li>Full-time employees earn 8 hours per month.</li> <li>Part-time employees earn 6 hours per month.</li> </ul>  |  <h4>VACATION</h4> <p>Monthly Accrual: 12 Hours<br/>Maximum Allowed: 372 Hours</p>  |

### THE FOLLOWING ARE ADDITIONAL BENEFITS THE CITY OFFERS:

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| <ul style="list-style-type: none"> <li>Flexible Spending Accounts (FSA)</li> <li>Voluntary Life Insurance</li> <li>Employee Assistance Program (EAP)</li> <li>Short Term Disability</li> <li>Long Term Disability (LTD)</li> </ul> | <ul style="list-style-type: none"> <li>Injury Leave</li> <li>Family and Medical Leave (FMLA)</li> <li>Military Leave</li> <li>Jury Duty</li> <li>Tuition Assistance</li> <li>Auto Allowance</li> </ul> | <ul style="list-style-type: none"> <li>Recreation Facilities<br/>Employees are eligible for free general admission into the city's recreation centers, swimming pools and Bear Creek Lake Park.</li> <li>Wellness Programs</li> <li>Value Added Benefits</li> </ul> |
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|  <h4>CITY HOLIDAYS</h4> | <p>2026 Holidays: New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, Day after Thanksgiving and Christmas Day.</p> |
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