



CITY OF FENTON

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www.fentonmo.org

BENEFIT SUMMARY 2022 - 2023

HEALTH INSURANCE (Anthem Blue Cross and Blue Shield – CBP MEWA Blue Access Choice)

Available upon hire to all full-time employees; effective date of hire.

<u>Policy Type</u>	<u>Monthly Premium</u>	<u>Paid by City</u>	<u>Paid by Employee</u>
Employee	Variable	100%	0%
Employee + Spouse	Variable	75%	25%
Employee+ Child(ren)	Variable	75%	25%
Employee+ Family	Variable	75%	25%

DENTAL INSURANCE (Mutual of Omaha)

Available upon hire to all full-time employees; effective date of hire.

<u>Policy Type</u>	<u>Monthly Premium</u>	<u>Paid by City</u>	<u>Paid by Employee</u>
Employee	\$23.79	100%	\$ 0
Employee+ Spouse	\$49.53	75%	\$ 6.44
Employee+ Child(ren)	\$64.28	75%	\$10.12
Employee + Family	\$88.74	75%	\$16.24

VISION INSURANCE (EyeMed Vision Care)

Available upon hire to all full-time employees; effective first of month following date of hire; available to employees at their own expense.

<u>Policy Type</u>	<u>Monthly Premium (Paid by Employee)</u>
Employee	\$ 5.18
Employee + 1 Dependent	\$10.21
Employee + Family	\$14.99

LIFE INSURANCE/AD&D (New York Life)

Available upon hire to all full-time employees; premium paid 100% by the City of Fenton.

Term Life Insurance at \$40,000.00 per eligible employee
(reduced benefit of 65% at age 65; additional 50% at age 70)

OPTIONAL LIFE INSURANCE/AD&D (New York Life)

Available upon hire to all full-time employees; effective first of month following date of hire; available to the employees at their own expense.

Additional Term Life Insurance is available for employees and dependents.
Premiums are dependent upon amount of coverage and age of insured.

LONG TERM DISABILITY INSURANCE (New York Life)

Available upon hire for all full-time employees (with a 180-day elimination period); premium paid 100% by the City of Fenton.

OPTIONAL SHORT-TERM DISABILITY INSURANCE (New York Life)

Available upon hire to all full-time employees; premium determined by annual income.

RETIREMENT PLAN (LAGERS)

Available to all full-time employees after six (6) months of employment; 100% of contribution paid by the City of Fenton; fully vested after five (5) years of service.

PAID TIME OFF

Each employee, upon their first day of employment, accrues 13 hours/month of PTO. Upon completion of their probationary period six (6) months they will continue to receive 13 hours/month for the remainder of the calendar year. January 1st of the following calendar year, PTO is accrued as follows:

Full-time example		Part-time example	
<u>Length of Service</u>	<u>PTO In Hours</u>	<u>Length of Service</u>	<u>PTO In Hours</u>
1 - 4 Years	160	1 - 4 Years	72
5 - 14 Years	200	5 - 14 Years	96
15+ Years	240	15+ Years	120

HOLIDAYS

Available upon hire to all full-time and part-time employees; the City of Fenton provides eleven (11) paid holidays to employees per year; holiday time is pro-rated for part-time employees.

FAMILY MEDICAL LEAVE

Available after one (1) year and 1,250 hours worked; employees may elect up to twelve (12) weeks of unpaid leave during a calendar year for the serious illness of a child, spouse or parent or the employee's own serious health condition.

LEAVE OF ABSENCE

Available to all regular employees after six (6) months of employment; must be approved by employee's Department Head, City Administrator, and Board of Aldermen.

OPTIONAL DEFERRED COMPENSATION

Available upon hire to all non-temporary employees; all non-temporary employees are eligible to participate in a deferred compensation program offered through the City of Fenton; maximum contribution is \$15,000.00; payroll deductions are made on a pre-tax basis.

TUITION REIMBURSEMENT

Available to full-time employees after six (6) months of employment; requests for tuition reimbursement must be approved by the employee's Department Head, Mayor, and Board of Aldermen; courses must be relevant to the employee's position and approved ahead of time; to be eligible for reimbursement, the regular employee must make a grade of "C" or above for undergraduate coursework and a "B" or above for graduate coursework; reimbursement may be up to 100% of tuition and books for a grade of "A", up to 85% of tuition and books for a grade "B" and up to 70% of tuition and books for a grade of "C" (at the undergraduate level only); determination is made according to budget.

FUNERAL LEAVE

Available upon hire to all employees; maximum of three (3) working days for employee's immediate family.

EMPLOYEE ASSISTANCE PROGRAM

Available upon hire to all full-time employees; the City of Fenton has contracted with a private firm to provide pre-paid, confidential counseling services for all employees and the employee's household; no costs involved if guidelines are followed.

SECTION 125 FLEXIBLE BENEFITS PLAN

Available after six (6) months for full-time employees.