

City of St. Peters



EMPLOYEE BENEFITS 2021

VACATION

Vacation is accrued on a bi-weekly basis and may be used after six months of employment.

Full Time Employees Vacation Allowance:

- 3.08** vacation hours earned each bi-weekly period resulting in an annual maximum vacation leave of 80.08 hours during year 1.
- 6.16** vacation hours earned each bi-weekly period resulting in an annual maximum vacation leave of 160.16 hours years 2 through 4.
- 7.70** vacation hours earned each bi-weekly period resulting in an annual maximum vacation leave of 200.20 hours years 5 through 9.
- 9.24** vacation hours earned each bi-weekly period resulting in an annual maximum vacation leave of 240.24 hours year 10 and beyond.

Employees do not earn additional vacation hours once the maximum level of unused vacation has been accrued.

SICK PAY

A regular full-time, exempt employee shall receive eighty (80) hours of sick pay annually. Sick-pay banks shall be brought back up to 80 hours every January 1 with no carryover of unused hours.

MEDICAL LEAVE-NON JOB RELATED

Short Term Disability (Policy 400G)

An eligible employee is absent on medical leave in excess of fourteen (14) consecutive calendar days shall receive 60% of salary from the 15th calendar day through the 90th calendar day. (Eligible after six months of employment).

SYMETRA

Long Term Disability (Policy 400G)

Basic benefit - - 60% of your covered monthly compensation up to a maximum of \$10,000/month. Coverage begins date of employment. 100% of premium paid by City.

FUNERAL-BEREAVEMENT LEAVE

Employee is granted a one (1), three (3) or five (5) day leave determined by relationship of deceased.

HOLIDAYS

New Year's Day	Friday, January 1, 2021
Martin Luther King, Jr. Day	Monday, January 18, 2021
Presidents' Day	Monday, February 15, 2021
Good Friday	Friday, April 2, 2021
Memorial Day	Monday, May 31, 2021
Independence Day (July 4)	Monday, July 5, 2021
Labor Day	Monday, September 6, 2021
Veterans Day	Thursday, November 11, 2021
Thanksgiving Day & After	Thurs. & Fri., November 25-26, 2021
Christmas Day (Dec. 25)	Friday, December 24, 2021
New Year's Day 2022 (Jan 1)	Friday, December 31, 2021

EDUCATIONAL BENEFITS

Employee will be reimbursed 50% for tuition and books per fiscal year (Oct. 1 through Sept. 30) with a limit of 6 to 8 classes. See Personnel Manual Policy #300 (Eligible after one (1) year service completed).

INSURANCE (Medical/Dental/Vision)

Enrollment is effective the first day of the month following 30 days of employment.

Medical: Cigna

	Traditional Plan	High Deductible Health Plan*
Employee Only	\$80.00/month	\$25.00/month*
Employee + Children	\$145.00/month	\$50.00/month*
Employee + Spouse	\$158.00/month	\$50.00/month*
Family	\$231.00/month	\$50.00/month*

The City will contribute \$300* for employee only coverage and \$600* for all other family status coverage as a one-time payment into an HSA during the 2020 Plan Year (10/1/19 – 9/30/20) and \$25 per month for employee only coverage and \$50 per month for all other throughout the year to offset premiums. These amounts should be included in the annual contribution limit.

Dental: Cigna

	Base Option	Buy Up Option
Employee	No Charge	\$10.00/month
Employee + 1	No Charge	\$20.00/month
Family	No Charge	\$28.00/month

Vision: Ameritas

Employee	\$3.38/month
Family	\$7.82/month

SYMETRA

Basic Life and Accidental Death & Dismemberment

\$50,000 policy – 100% premium paid by City of St. Peters.

Coverage effective first date of employment.

UNUM LTC INSURANCE

Long Term Care Insurance

Standard plan of \$1,000.00 coverage for 36 months paid by the City. Coverage begins on first day of month following employment. Optional upgrades to plan available at cost to employee.

PENSION/RETIREMENT

Missouri Local Government Employees Retirement System (LAGERS) L-6 Benefit Program (with Rule of 80 option). Once you have worked 5 years (full time), you are guaranteed to receive a LAGERS benefit upon retirement. Employee is required to pay 4% of gross salary.

Employee eligible for medical and dental vision benefits upon retirement for self and spouse, per Ordinance #3509 (After 5 years of full time employment) through age 65. Cost-share of premium is based on years of full time service. Medicare becomes primary at age 65 and supplemental coverage is offered at a cost-share based on years of full time service.

EMPLOYEE ASSISTANCE PROGRAM

Employee plus family coverage. 100% of premium paid by City for short-term services. Coverage begins date of employment.

The City Offers Employees Several Programs Through Payroll Deductions:

- Principal Group Universal Life Insurance (Whole life)
- Symetra Life/AD&D (Term Life)
- Cigna Worksite (Accidental Injury, Critical Illness, Hospital Care)
- 457 Deferred Compensation / Roth: (ICMA) (Nationwide Retirement Solutions)
 - The earliest an enrollment or contribution change can take effect is the first day of the month following a request. (Internal Revenue Code 457(b)(4))

Other Benefits:

- Direct Deposit
- Wellness Program:
 - Use of Rec-Plex for employee at a discounted daily rate or
 - REC-PLEX Pass membership for self or family at discounted rate.