

Benefits Summary

The following is intended only as a brief outline of the benefits of City employment. Benefits vary among bargaining units and positions. Benefits are subject to change, with or without notice.

Benefits Provided to Employee:

- Allegiance Health, VSP Vision, and Delta Dental Insurance. Insurance premiums are paid by the City for employee coverage only. The employee may purchase insurance coverage for their spouse and dependents.
- \$10,000 Employee Term Life Insurance (\$2,000 coverage on Spouse & \$2,000 on dependent).
- Workers' Compensation
- Unemployment Insurance

Mandatory deductions from Pay include:

- Federal/State Income Tax
- Social Security (6.2%) --N/A to police & fire
- Medicare (1.45%)
- Additional Life Insurance Coverage/Lobbying Fees (Police and Fire only)
- Union Dues (as applicable)
- Retirement Program contributions are as follows (www.mpera.mt.gov) (fully vested after five years):

Retirement Program	Employee Contribution (Mandatory)	Employer Contribution	
		City	State
Public Employee Retirement System	7.9%	8.67%	0.1%
Firefighters Retirement System	10.7%	14.36%	32.61%
Police Officers Retirement	9.0%	14.41%	29.37%

Paid Leave:

- Holidays - 10 in general election years. Some bargaining units have also negotiated a personal day in non-general election years – please refer to your agreement for more information.
- Vacation Leave - New Employees earn 15 days per year, accrued monthly. Leave accruals increase based on years of service. Employees must work 6 calendar months to earn paid vacation leave. Vacation leave balances are reimbursed at 100% at termination. (Accrual is prorated for part-time employees.)
- Sick Leave - Employees earn 12 days per year, accrued monthly. Employees must work 90 calendar days to earn paid sick leave. Sick leave balances are reimbursed at 25% at termination. (Accrual is prorated for part-time employees.)

Health Club Membership:

The City provides this benefit to employees for health enhancement purposes at a reduced rate. Eligible participants include regular employees, commissioners, retirees enrolled in health insurance program, and dependents.

Payroll Information:

Pay periods run from the 24th – 23rd of the month. Time entry is due the 23rd of each month. Paychecks are distributed at 10:00 a.m. on the last working day (Monday through Friday) of the month. Direct deposit is also available.

Optional:

- Flexible Benefits Plan (Medical/Dependent Child Care)
- Additional Life Insurance Coverage
- Long Term Disability Coverage (ask HR for info)
- ICMA (457) Tax Deferred Retirement System (ask HR for info)
- AFLAC Supplemental Insurance (ask HR for info)
- Other Miscellaneous Benefits (subject to change any time) – Verizon Wireless discounts (ask HR for info), Employee Purchase Program, reduced cost Swim Center passes, annual wellness screening, reduced cost Bridger Bowl tickets.