

City of Arnold

SUMMARY OF FRINGE BENEFITS

This is meant to be a brief synopsis of fringe benefits available to general staff for full-time employment with the City of Arnold. Please refer to the City of Arnold Personnel Handbook for complete details. Commissioned officers and dispatch personnel should refer to the Fraternal Order of Police (FOP) agreement for specifics on their benefits.

Vacation Leave: General full-time employees are eligible for vacation after one year of service. Vacation leave accrues according to the following schedule:

1 – 5 years of service	2 weeks
6 – 14 years of service	3 weeks
15+ years of service	4 weeks

Each January, the City offers a vacation 'buy-back' opportunity to those employees utilizing at least 40 hours of vacation in the previous calendar year. Employees at their discretion, have the option of requesting up to 80 hours vacation leave.

Paid Holidays: All full-time employees have 11 ½ days of paid leave. Authorized holidays shall include:

Martin Luther King, Jr., Day	President's Day
Good Friday (1/2 Day)	Truman's Birthday
Memorial Day	Independence Day
Labor Day	Thanksgiving Day
Day after Thanksgiving	Christmas Eve (1/2 Day)
Christmas Day	New Year's Eve (1/2 Day)
New Year's Day	

Personal Leave: All full time employees will receive one personal day per calendar year. Employees with ten or more years of service will receive four additional personal days per calendar year.

Sick Leave: Full-time employees accrue eight (8) hours sick leave per month. Unused sick leave may be reimbursed at a reduced rate upon termination for employees with ten or more years of service.

Funeral Leave: Up to 3 days for immediate family.

Medical Insurance: The City of Arnold offers two Healthlink plans to all of its full-time employees. Both plans include tiered prescription drug coverage and provide minimum essential benefits. Brief summaries of benefit coverage are provided on the City's website www.arnoldmo.org.

Effective September 1, 2014, the City pays 100% of employee premium and 75% of the premium for dependent coverage on the base plan. The additional premium cost for the high option is the employee's responsibility.

Vision and Dental Insurance: Coverage is available on a voluntary basis.

Flexible Spending Account: The City sponsors a flexible spending account (FSA) which allows you to pay for eligible medical expenses on a pre-tax basis. An FSA saves you money by reducing your income taxes. If you expect to incur medical expenses that won't be reimbursed by your regular health insurance plan, you can take advantage of the FSA. The contributions you make to a Flexible Spending Account are deducted from your pay BEFORE your Federal, State, or Social Security Taxes are calculated and are never reported to the IRS.

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Life Insurance: The City provides \$40,000 group life coverage with an additional \$40,000 Accidental Death & Dismemberment and \$20,000 Occupation Assault rider for a total of \$100,000 coverage. The employee may elect to purchase additional life insurance for self and/or cover dependents under this policy.

Long Term Disability Insurance: The City provides long-term coverage for employees available after 90 days after disability begins. The plan pays 60% of the employee's monthly earnings up to a maximum of \$8,000 monthly benefit.

Short Term Disability and other specialized insurance packages are available at the employee's expense.

Pension Plans: The City participates in the statewide Missouri Local Government Employees Retirement System (LAGERS) for all non-commissioned employees. This is a defined benefit plan based upon length of service and final average compensation. Employees are fully vested after five years of service. Participants are not able to make contributions to this plan. This plan provides a 2.00% life allowance.

Example: An employee with a Final Average Salary as defined by the Plan, of \$2,000/month (\$24,000/year) and credited service of 25 years: $2.00\% \times \$2,000 \times 25 = \$1,000/\text{month}$ for life benefit.

The City provides commissioned officers pension coverage under the City of Arnold Police Pension Plan. This single-employer defined benefit plan is based upon length of service and final average compensation. Employees are fully vested after five years of service. In addition to the City's contribution, each participant is required to contribute 8.5% of gross salary per year to the Plan. This plan provides a 2.50% life allowance. Benefits are based on the following formula: $2.50\% \text{ times the Final Average Salary as defined by the Plan times the years of credited service} = \text{Monthly Benefit}$. The monthly benefit cannot exceed 75% of the Final Average Salary.

Deferred Compensation Plans: Full-time employees who wish to supplement their retirement income have the option of participating in two deferred compensation plans. These plans are voluntary and the City does not contribute to them. The plans available to city employees are ING and ICMA-RC.

Recreation Center Membership Discount: Full-time city employees may now take advantage of a 25% discounted rate at the Arnold Recreation Center. All persons wishing to participate must sign one-year contracts. Please contact the Recreation Center for current rates & other details.

Professional Dues Payment: Full-time employees may, with the advance approval of their Department Head, have professional organization dues payment made by the City.

Educational Reimbursement for Job Related College Course Work: (Subject to Funding and Advance Approval by the Appointing Authority) Full-time non-introductory employees are eligible to participate in this program. The City will reimburse up to 12 credit hours per semester at an amount equal to the credit hour rate at the University of Missouri-St. Louis. Reimbursement will include registration, tuition, and books at a rate of 100% for grades of "A" or "B". Reimbursement is 50% for a grade of "C". Grades below this level will not be reimbursed. Employees may be required to repay any tuition reimbursement if termination occurs within 24 months of class completion.