

## Benefits Summary

The following is intended only as a brief outline of the benefits offered by the City of Bozeman. Benefits vary among bargaining units and positions.

### Insurance Benefits:

- Health Insurance (Allegiance)- City-paid premiums for HDHP plan, employee may purchase coverage for their spouse and dependents and/or other plans with City contribution
- Dental Insurance (MetLife)- premiums included in health insurance rates
- Vision Insurance (VSP)- premiums included in health insurance rates
- Life Insurance (Mutual of Omaha)- City-paid \$10,000 term life insurance and \$10,000 AD&D coverage for employee, \$5,000 term life insurance coverage on spouse and dependents

### Paid Leave:

Accrual is prorated for part-time employees.

- Holidays - 13 days in general election years, with one personal day in non-general election years. Refer to your collective bargaining agreement (CBA) for more information.
- Vacation Leave - 15 days per year, accrued each pay period, with increases based on years of service. Must work 6 calendar months to use. Balance paid at 100% at termination.
- Sick Leave - 12 days per year, accrued each pay period. Must work 90 calendar days to use. Balance paid at 25% at termination.

### Retirement:

- State Retirement system contribution ([www.mpera.mt.gov](http://www.mpera.mt.gov)):

Retirement System	Employee Contribution (Mandatory)	City Contribution	State Contribution
Public Employee Retirement System (PERS)	7.9%	9.07%	0.1%

- Supplemental 457 tax deferred and/or Roth retirement plan (MissionSquare)

### Physical Wellness:

- Annual gym membership discount (Ridge Athletic Club)
- Reduced cost passes to Swim Center
- Annual wellness screening (*August*)
- Reduced cost Bridger Bowl day passes (*October*)

### Other Benefits:

- Flexible Spending Account – medical and/or dependent care (Allegiance)
- Additional life insurance coverage (Mutual of Omaha)
- Supplemental benefits – long-term disability, accident, critical illness, hospital indemnity (Mutual of Omaha)
- Employee Purchase Program (Apple, Dell, and Microsoft)
- Employee Assistance Program (Sapphire Resource Connection)

### Pay Period Information:

The City is on a biweekly pay schedule. Pay periods run Sunday through Saturday of the following week. Timecards are due the last day of the pay period. Paydays are every other Friday, and pay is available via direct deposit or check.

### Mandatory Deductions from Pay:

- Federal and State income tax per employee's W-4
- Social Security (6.2%)
- Medicare (1.45%)