

Benefits Summary – Elected Official

The following is intended only as a brief outline of the benefits offered by the City of Bozeman.

Insurance Benefits:

- Health Insurance (Allegiance)- City-paid premiums for HDHP plan, may purchase coverage for spouse and dependents and/or other plans with City contribution
- Dental Insurance (MetLife Dental)- 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 elected official, \$5,000 term life insurance coverage on spouse and dependents

Retirement:

- Optional state retirement system contribution (www.mpera.mt.gov):

Retirement System	Elected Official Contribution	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 if enrolled in health insurance (*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 Assistance Program (Sapphire Resource Connection)

Pay Period Information:

The City is on a biweekly pay schedule. Paydays are every other Friday, and pay is available via direct deposit or check. During months that there are 3 paydays, you will not receive pay on the 3rd payday, as your pay is split 50/50 between the first 2 paychecks of the month.

Mandatory Deductions from Pay:

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