

The **City of Raytown** offers a comprehensive benefit plan.

Health Insurance - There are 3 PPO (UMR) medical plans available. Each has 3 tiers: Employee Only, Employee + Spouse or Children and Family. The City participates in sharing the costs of all plans with the employee and makes monthly health savings account (HSA) contribution of \$125.00 for those who elect the high deductible health plan.

Dental – Dental coverage is offered through Delta Dental. There are 2 tiers: Employee Only and Family. The City shares the cost of coverage with employees.

Vision – Vision coverage is available through VSP. There are 3 tiers: Employee Only, Employee + Spouse or Children and Family. The City shares the cost of coverage with employees

Retirement - The City participates with Missouri LAGERS (L12 program). Our plan is contributory and requires a 4% post-tax employee contribution. Five years of service with a LAGERS entity is required for vesting. Employee contributions are guaranteed to the employee (or beneficiary) even if the vesting period is not attained.

Leave –

Vacation leave is earned at the rate of 3.7 hours per payroll period beginning with the employee's first payroll. The accrual rate increases with months of service but may never exceed 280 hours.

Sick leave accrues at a rate of 3.7 hours per payroll period beginning with the employee's first payroll. The maximum accrual is 1040 hours.

Three (3) floating holidays may be taken during the fiscal year. New employees must successfully complete the probationary period to be eligible for floating holidays.

Ten (10) paid holidays.

Life Insurance - The City provides life insurance to employees at 1 times annual salary (minimum \$50,000, maximum \$150,000), dependent coverage for spouses (\$5,000) and eligible children (\$2,500). Additional voluntary life, short-term disability, long-term disability, accident, cancer and hospitalization plans are available to the employee at the employee's cost.

125 Cafeteria Plan – Pre-tax premium deductions and Dependent Care/Medical Expense reimbursement accounts are offered through the Section 125 Plan.

Deferred Compensation - The City offers a Deferred Compensation (457(b)) program through either MissionSquare or Nationwide. If approved in the annual budget, the City will match \$0.50 of each dollar up to a maximum of 4% to a Nationwide 401(a) plan. For example, if an employee contributes 4% of wages to one of the 457(b) plans, the City will contribute 2% to the 401(a) plan. There is a 3-year vesting period for the 401(a).