

# SUMMARY OF EMPLOYEE BENEFITS



**RETIREMENT:** Full-time employees are automatically enrolled in the City of Edmond's retirement plan. Employee's required contribution is 6% of their earnings. Retirement is based on 7 years of vested service and age eligibility. Police and Fire participate in the State pension plan.

**OPTIONAL Retirement investing in a 457B plan is also available through payroll deductions.**

**EMPLOYEE HEALTH PLAN:** We offer comprehensive health benefits for Medical, Dental, Vision and Prescription Drug. Premiums are based on your elected plan. 75% to 100% of the cost of premiums are paid by the City. Eligibility for coverage on the health plan is on the 1<sup>st</sup> day of the month after 30 continuous days of employment. Participation in the City's Health Plan is required.

Life/AD&D/LTD Insurance is provided by the city.

**OUR EMPLOYEE HEALTH CLINIC** provides primary care services to include lab draws, personal health assessments, and Rx AT NO COST to employees and their covered dependents.



**PAID TIME OFF: VACATION, SICK LEAVE AND HOLIDAYS**

Vacation leave is accrued from your 1st day of employment with eligibility to utilize after 6 months. Vacation accrual rate increases with your longevity, maximum balance of 300 hours.

Sick leave starts accruing after 6 months of employment at a rate of 8 hours per month with no maximum balance.

The City recognizes 12 paid holidays throughout the calendar year.

**EMPLOYEE WELLNESS PROGRAM:** Stay active and earn rewards! Walk/Run/Bike your way to improved health along with the perks of earning gift cards, merchandise, and additional time off.

**EMPLOYEE ASSISTANCE PROGRAM:** Mental health is just as important as your physical health. In stressful times utilize the EAP program for counseling, financial or legal advice.



**ADDITIONAL BENEFITS:**

Uniforms, tools, and safety equipment is provided based on position.

Annual Longevity Bonus is rewarded after your 4<sup>th</sup> year of employment, \$100 per year of service, up to a maximum of \$2,000.

Bi-Weekly Payroll

Tuition Reimbursement

Career & Professional Development

Safety Program Incentives

The Transparency in Coverage final rule, released on October 29, 2020, requires health plans and issuers to publicly disclose pricing information via machine-readable files (MRF). Listed below is the unique link for the City of Edmond.

[https://health1.aetna.com/app/public/#/one/insurerCode=AETNACVS\\_I&brandCode=ALICSI/machine-readable-transparency-in-coverage?searchTerm=86077726&lock=true](https://health1.aetna.com/app/public/#/one/insurerCode=AETNACVS_I&brandCode=ALICSI/machine-readable-transparency-in-coverage?searchTerm=86077726&lock=true)

This is intended to provide a brief summary of the benefits available to City of Edmond employees. These benefits are subject to change. This is for information only and is not intended as an employment contract.