



### SUMMARY OF BENEFITS 2020-2021

The following benefits package is available to eligible employees of the City of Willcox.

These benefits are in addition to mandated benefits such as worker's compensation, unemployment insurance and family and medical leave.

Benefit	Provider	Eligibility	Effective	Cost per Month
Medical Insurance \$5000 PPO Deductible  HRA - \$4500 per EE \$9000 Family	Blue Cross Blue Shield of AZ	Regular Full and Part Time Employees (32 Hours)	First of month following date of hire.	Employee = City Paid Employee + Spouse= \$92.50 Employee + Children= \$79.50 Employee + Family= \$ 133.90 Waive Coverage (\$125.00)
Vision Plan	VSP	Voluntary Plan for Regular Full and Part Time Employees (32 hrs)	First of month following date of hire.	Employee = \$8.72 Employee + Spouse= \$13.66 Employee + Children= \$14.25 Employee + Family= \$22.97
Dental Plan	BCBS Prime PPO Dental	Voluntary Plan for Regular Full and Part time Employees (32 hrs)	First of month following date of hire.	Employee = \$24.77 Employee + Spouse= \$55.27 Employee + Children= \$70.51 Employee + Family= \$100.41
	Aflac Dental	Voluntary Plan for Regular Full and Part time Employees (32 hrs)	First of month following date of hire.	Employee = \$30.40 Employee + Spouse= \$59.20 Employee + Children= \$58.40 Employee + Family= \$88.30
Life/Dependent Insurance	Metlife  Term Life Policy	Regular Full and Part Time Employees	First of month following date of hire.	City paid \$25,000 EE, \$5,000 Spouse \$2000 Child Optional Additional Available
	New York Life  Whole Life Policy	Voluntary Plan for Regular Full and Part Time Employees	First of month following date of hire.	Per Benefit Provider
Retirement	Arizona State Retirement System	Regular Full and Part time Employees	Contribution begins upon date of hire	State Mandated Contribution City Matches 12.22% Contribution
	AZ Public Safety Retirement Plan	Mandatory Plan for Regular Full Time Police Officers	Contributions begin on hire date (Lateral) or AZ POST Graduation	State Mandated Contribution Employee Contributes 7.65% - 11.65% City Contribution 88.67%
	Nationwide or Mass Mutual 457b Plan	Voluntary Plan for Regular Full and Part time Employees	First of month following date of hire.	Employee Elected Contribution
Legal Assistance and Identity Theft	Legal Shield, Inc.	Regular Full and Part time Employees	Voluntary	Per Benefit Provider
Supplemental Insurance	AFLAC, Assurity & Family Heritage	Regular Full and Part time Employees	Voluntary	Per Benefit Provider
AirMedCare Medical Flight Membership		Voluntary Plan for Regular Full	Voluntary	Annual Membership 1 to 10 years Emergent/Non-Emergent
FSA Contributions	Pre-Tax	Regular Full Time Employees	Voluntary	Employee Elected Contribution Medical/Child Care (Pre-Tax)
Vacation	1 year= 10 days 2 - 5yrs = 12 days 6 - 10yrs = 15 days 11 - 15yrs =18 days 16+ = 20 days	Regular Full and Part time Employees (PT receives ½ time)	Eligible to use after 3 months of employment	N/A
Sick Leave	Twelve days per year	Regular Full and Part time Employees (PT receives ½ time)	Eligible to use after 30 days of employment	N/A
Holidays	13 days per year & One \ 8 hour personal day	Regular Full and Part time Employees (PT receives ½ time)	First of month following date of hire.	N/A
Bereavement Leave		Regular Full Time Employees	First of month following date of hire.	City Paid 5 days for immediate family member
Medical Appointments		Regular Full Time Employees (PT receives ½ time)	First of month following date of hire.	6 paid 2-hour doctor visits per calendar year