

## 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.

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Benefit	Provider	Eligibility	Effective	Cost per Month
Medical Insurance	Blue Cross Blue Shield	Regular Full and Part	First of month following	Employee = City Paid
\$5000 PPO Deductible	of AZ	Time Employees	date of hire.	Employee + Spouse= \$92.50
		(32 Hours)		Employee + Children= \$79.50
HRA - \$4500 per EE		, ,		Employee + Family= \$ 133.90
\$9000 Family				Waive Coverage (\$125.00)
Vision Plan	VSP	Voluntary Plan for	First of month following	Employee = \$8.72
		Regular Full and Part	date of hire.	Employee + Spouse= \$13.66
		Time Employees		Employee + Children= \$14.25
		(32 hrs)		Employee + Family= \$22.97
Dental Plan	BCBS Prime PPO	Voluntary Plan for	First of month following	Employee = \$24.77
2 0.1.00.1.10.1.	Dental	Regular Full and Part	date of hire.	Employee + Spouse= \$55.27
	2 5.114	time Employees		Employee + Children= \$70.51
		(32 hrs)		Employee + Family= \$100.41
	Aflac Dental	Voluntary Plan for	First of month following	Employee = \$30.40
	7 mac Bertai	Regular Full and Part	date of hire.	Employee + Spouse= \$59.20
		time Employees	date of fille.	Employee + Children= \$58.40
		(32 hrs)		Employee + Family= \$88.30
Life/Dependent	Metlife	Regular Full and Part	First of month following	City paid
Insurance	Medille	Time Employees	date of hire.	\$25,000 EE, \$5,000 Spouse
Insurance	Term Life Policy	Time Employees	uate of fille.	\$2000 Child
	Term Life Policy			Optional Additional Available
	New York Life	Voluntary Plan for	First of month following	Per Benefit Provider
	New fork Life		date of hire.	Per benent Provider
	Whole Life Delien	Regular Full and Part	date of nire.	
Datinamant	Whole Life Policy	Time Employees	Contribution bosins	Chata Mandahad Cantribution
Retirement	Arizona State	Regular Full and Part	Contribution begins	State Mandated Contribution
	Retirement System	time Employees	upon date of hire	City Matches 12.22% Contribution
	AZ Public Safety	Mandatory Plan for	Contributions begin on	State Mandated Contribution
	Retirement Plan	Regular Full Time	hire date (Lateral) or	Employee Contributes 7.65% - 11.65%
		Police Officers	AZ POST Graduation	City Contribution 88.67%
	Nationwide or	Voluntary Plan for	First of month following	Employee Elected Contribution
	Mass Mutual	Regular Full and Part	date of hire.	
	457b Plan	time Employees		
Legal Assistance and	Legal Shield, Inc.	Regular Full and Part	Voluntary	Per Benefit Provider
Identity Theft		time Employees		-
Supplemental	AFLAC, Assurity &	Regular Full and Part	Voluntary	Per Benefit Provider
Insurance	Family Heritage	time Employees		
AirMedCare		Voluntary Plan for	Voluntary	Annual Membership
Medical Flight		Regular Full		1 to 10 years
Membership				Emergent/Non-Emergent
FSA Contributions	Pre-Tax	Regular Full Time	Voluntary	Employee Elected Contribution
		Employees		Medical/Child Care (Pre-Tax)
Vacation	1 year= 10 days	Regular Full and Part	Eligible to use after 3	N/A
	2 - 5yrs = 12 days	time Employees	months of employment	
	6 - 10yrs = 15 days	(PT receives ½ time)		
	11 - 15yrs =18 days	,		
	16+ = 20  days			
Sick Leave	Twelve days per year	Regular Full and Part	Eligible to use after 30	N/A
		time Employees	days of employment	<b>,</b>
		(PT receives ½ time)		
Holidays	13 days per year	Regular Full and Part	First of month following	N/A
	& One \ 8 hour	time Employees	date of hire.	,
	personal day	(PT receives ½ time)	acc or riner	
Bereavement Leave	personal day	Regular Full Time	First of month following	City Paid 5 days for immediate
Dereuvernent Leave		Employees	date of hire.	family member
Medical		Regular Full Time	First of month following	6 paid 2-hour doctor visits per
Appointments		Employees	date of hire.	calendar year
Appointments		(PT receives ½ time)	date of fille.	Calendal year
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