



# Summary of Employee Benefits January 1, 2009

## **Employee Life Insurance**

Each eligible employee will be enrolled for life insurance. The benefit is 1x annual salary plus \$2,000. This benefit doubles in the event of an accidental death.

## **Dependent Life Insurance**

You may elect dependent life insurance which provides a benefit of \$2,500 for a spouse and up to \$2,500 for each eligible child. Late applicants are subject to evidence of insurability and can be denied coverage.

## **Voluntary Life Insurance**

Each eligible employee may enroll for additional life insurance. See the plan administrator for details.

## **Short Term Disability Coverage (STD)**

Each eligible employee will be enrolled for STD coverage. The benefit is 60% of your basic weekly earnings up to a maximum weekly benefit of \$1,000. Benefits may begin after the 14th day of an injury or illness and may continue for up to 11 weeks.

## **Long Term Disability Insurance (LTD)**

Each eligible employee will be enrolled for LTD insurance. If you become disabled due to illness or injury and following a 90 day period of disability referred to as the elimination period, you will be eligible to begin receiving a monthly benefit equal to 60% of your basic earnings up to a maximum monthly benefit of \$6,000. Monthly benefits may continue until your social security normal retirement age.

## **Medical & Vision Insurance**

Each eligible employee may enroll for Medical & Vision insurance. A separate summary of medical benefits is attached.

## **Dental Insurance**

Each eligible employee may enroll for Dental insurance. A separate summary of dental benefits is attached.

## **Flexible Spending Account (FSA)**

A flexible spending account allows you to set aside pre-tax earnings into an account for eligible expenses such as deductibles, co-pays, eyeglasses, contacts, LASIK surgery and orthodontics. Dependent care expenses include day care for children under age 12 and certain expenses for elderly parents. This money comes out of your wages before State, Federal and FICA taxes, thus lowering your taxable income. Based on your tax bracket, you will save 25% to 40% in taxes on the funds you contribute into the account. You may contribute up to \$2,500/year for medical and up to \$5,000/year for dependent child care. See the plan administrator for details.

## **Waiting Period for New Employees & Loss of Eligibility**

First of the month following date of employment. Late entrants may be subject to pre-existing condition exclusions and/or benefit limitations. *\*Full-time employees include those working at least 30 hours weekly. Part-time and seasonal employees are not eligible. If you or a dependent lose eligibility to participate, insurance will end on the last day of the month in which eligibility is lost.*

## **Dependent Eligibility**

An eligible dependent includes your legal spouse and eligible children under age 19. Once a child reaches age 19, they may continue coverage through age 22 (up to age 23) if they are enrolled as a full-time student at an accredited educational institution. In order to continue coverage for a dependent child over age 19, you should provide proof of student status to the plan's administrator at the beginning of each semester.

## **Retirement**

Employee contributes 6.5% of gross pay; City contributes 8.05% of salary to SC General Retirement plan, 5 year vesting, 28 year full benefits. PORS: 25 year, 6.5% of gross, City contributes 10.7%. The city also provides a 401K and 457 plan.

**General Leave:** 1 ½ days per month accrued

**Exempt Comp Time:** 8 hours per quarter

**Holidays:** 11 holidays per year

**Military Benefits:** Veterans may be eligible for Chapter 30 OJT benefits.

*This Summary of Benefits is a brief, non-legal description of your benefits. Each plan includes additional benefits, limitations and exclusions as described in the Summary Plan Descriptions (plan booklets). The City of Spartanburg reserves the right to change or delete benefits at any time. These benefits do not create a contract of employment.*