

City of Northport

Employee Benefits Summary

BENEFIT	PREMIUM	WHO RECEIVES	ELIGIBILITY	WHAT YOU RECEIVE
Health Insurance (Blue Cross/Blue Shield of Alabama)	Plan Option 1 Employee \$45.00 Emp+Family \$86.00 Rates per paycheck Biweekly.	All Full time employees	The first day of employment, if enrolled.	Comprehensive hospitalization, major medical coverage, prescription drug plan. Routine vision care and correction. See plan document.
Access Health Clinic	Free to employees & dependents who are enrolled in the City's health insurance plan.	Employees & Dependents who are enrolled in the City's health insurance plan	Immediately upon enrolling in the City's health insurance plan.	Free employee health clinic. You receive treatment for minor illnesses and injuries without paying a co-payment, deductible or out of pocket maximum. www.accesshealthonline.com
Dental Insurance (Blue Cross/Blue Shield of Alabama)	Employee \$0.00 Family \$11.00 Rates per paycheck Biweekly.	All Full time employees	The first day of employment, if enrolled.	Deductible - \$25 per member each calendar year (three per family). 100% for exams (2 per year), X-Rays (1 full mouth per 36 months), Routine cleaning (2 per year) \$1500 calendar year maximum benefit
Retiree Health/Dental Insurance (Blue Cross/Blue Shield of Alabama)	Employee - \$99.00 Health 19.00 Dental Family - \$443.00 Health 60.00 Dental	Retirees from full time employment.	The first month following the date of retirement.	Comprehensive hospitalization, major medical coverage, prescription drug plan (same coverage as active employee plan).
Basic Life Insurance (Symetra)	No cost to employee - total premium paid by City	All Full time employees	30 days from date of hire.	\$10,000 life insurance coverage.
Basic AD&D Insurance (Symetra)	No cost to employee - total premium paid by City	All Full time employees	30 days from date of hire.	\$10,000 accidental death & dismemberment coverage.
Voluntary Group Life (Symetra)	Based on age & selected coverage amount	All Full time employees actively at work	30 days from date of hire.	Provides option to select coverage for self, spouse & dependent child(ren).
Retirement - RSA/ERS	Tier 1-Employees (hired prior to 1/1/2013) contribute 5% of eligible gross pay. Police & Fire 6%, after certification. Tier 2-Employees (hired after 12/31/2012) contribute 7.5% of eligible gross pay. Police & Fire 8.5%, after certification. City contributes amount determined by RSA.	Mandatory for Full time employees	First day of employment	Tier 1 and Tier 2- May retire after 25 YOS or at age 60 with 10 YOS. Contact Human Resources for more information.

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457b Deferred Compensation Plans	Voluntary participation	All employees	First day of employment.	Deferred Compensation Plan - tax deferred retirement savings plan. Contact HR for more details.														
Workers Compensation	No cost to employee	All employees	First day of employment.	Worker's Compensation program administered by Millennium Risk Managers.														
Vacation Leave	No cost to employee	All Full time employees	Begins accumulating immediately.	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 150px;">Year 0-7</td> <td>3.5 Hours per pay period</td> </tr> <tr> <td>Year 8-17</td> <td>5.0 Hours per pay period</td> </tr> <tr> <td>Years 18+</td> <td>6.5 Hours per pay period</td> </tr> <tr> <td colspan="2">FIRE DEPARTMENT</td> </tr> <tr> <td>Year 0-7</td> <td>4.25 Hours per pay period</td> </tr> <tr> <td>Year 8-17</td> <td>7.0 Hours per pay period</td> </tr> <tr> <td>Years 18+</td> <td>9.0 Hours per pay period</td> </tr> </table>	Year 0-7	3.5 Hours per pay period	Year 8-17	5.0 Hours per pay period	Years 18+	6.5 Hours per pay period	FIRE DEPARTMENT		Year 0-7	4.25 Hours per pay period	Year 8-17	7.0 Hours per pay period	Years 18+	9.0 Hours per pay period
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Sick Leave	No cost to employee	All Full time employees	Begins accumulating immediately. Can be used for accident/illness as defined by policy.	<p>3.75 hours per pay period.</p> <p>FIRE DEPARTMENT 5.5 hours per pay period.</p>														
Family Medical Leave (Must use Vacation/Sick/Comp before unpaid leave)	No cost to employee	All Full time employees	After completion of 1250 hours of work over previous 12 months.	Up to 12 weeks leave in one year for birth or adoption of child - care of child, spouse or parent with serious health condition - or the employees own serious health condition.														
Jury and Witness Leave	No cost to employee	All Full time employees	First day of employment.	Paid leave granted for hours served														
Military Leave	No cost to employee	All Full time employees	First day of employment.	Leave of absence with up to 168 hrs of paid military time beginning each fiscal year.														
Beer Tax Bonus	No cost to employee	All Active Full time employees	Full bonus based on 1 year of full time service. Pro-rated if less than 1 year full time service.	Bonus based on percentage of taxes collected.														
Longevity Bonus	No cost to employee	All Full time employees	Upon completing 5 years of service.	5 years of employment through 9 years \$500; 10 years through 14 years \$600; 15 years through 19 years \$700; and 20 years of employment or more \$800														
Employee Assistance Program (EAP)	No cost to employee	All employees and immediate family members	First day of employment.	Confidential counseling services to support you. Some resources include substance abuse, conflict resolution, marital counseling and financial planning														
Holidays	No cost to employee	All Full time employees	Immediately.	New Year's Day, Martin Luther King, Jr. Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, The day following Thanksgiving Day, Christmas Eve, Christmas Day														
Fitness Centers	Discount if employee chooses to participate	All employees	Upon enrollment.	Discounted memberships to various facilities.														
Supplemental Insurances	Determined by insurer	All Full time employees	Date of employment.	Allows payroll deduction of certain insurances (Accident, Cancer, Short-Term Disability, Universal Life and Term Life)														