

EMPLOYEE BENEFIT	BENEFIT PLAN	CITY PAID	EMPLOYEE PAID	ELIGIBILITY
Medical Coverage	GMEBs Anthem HMO 90 Open Access	100% Employee Only	Cost Shared	Full-time Employee and dependents, effective the first day of the month following 30 days of employment.
	GMEBs Anthem POS 80/60 500	Cost Shared	Cost Shared	
Dental Coverage	GMEBs Anthem	Cost Shared	Cost Shared	
Vision Insurance	EyeMed Vision Insurance		100%	
Flexible Spending Account (FSA)for Unreimbursed Medical Expenses	Ameriflex Flexible Spending Account	Admin. Fee	100%	Full-time Employee effective the first day of the month following 30 days of employment. Full-time Employee may enroll annually during annual enrollment.
Employee Basic Life Insurance and Accidental Death and Dismemberment (AD&D)	MUTUAL OF OMAHA Life Insurance	100%		Full-time Employee and dependents, effective the first day of the month following 30 days of employment.
Long-term Disability Insurance	MUTUAL OF OMAHA Disability Insurance	100%		
Voluntary Short-term Disability Insurance	MUTUAL OF OMAHA Disability Insurance		100%	
Voluntary Life Insurance	MUTUAL OF OMAHA Term Life Insurance		100%	
Retirement Plan, Defined Benefit	Garden City Pension Plan Administered by GMEBs	Cost Shared	Cost Shared	Full-time Employee is automatically enrolled in this plan with a 2.5% employee contribution. Full retirement benefits at age 55, with 20 years of service.
Retiree Medical Benefit (50/50)	Garden City Retiree Medical, Administered by GMEBs Anthem	50%	50%	Full-time employees will have the option to remain on the City Health Insurance when applying for retirement benefits. Full retirement benefits at age 55, with 20 years of service.
Retiree Cost of Living (COLA) - 2.5% yearly	Garden City Pension Plan Administered by GMEBs	100%		Current and future Retirees (and their beneficiaries).
Retirement Plan, Defined Contribution	Mission Square 457 Retirement Plan		100%	Full-time Employee is eligible upon hire.
	Mission Square 401a Retirement Plan	100%		Full-time Employee is eligible for employer match if contributing to the 457 plan.
Colonial Worksite Solutions	Colonial Supplemental Benefits		100%	Full-time Employee may enroll annually during annual enrollment.
Employee Assistance Program (EAP)	Basic Enhanced Employee Assistance Program - Mutual of Omaha	100%		Full-time Employee is eligible upon hire.
Paid Time Off (PTO)	The First-Year employee accrues 160 hours 80 hours can be rolled over each year	100%		
Paid Time Off (PTO) Sell Back	Employee may choose to sell PTO hours back to the City in the amount of either one (1) or two (2) standard workweeks each year.	100%		
Holiday Pay	City Observed Holidays (16 paid holidays per year, including Birthday Floating Holiday)	100%		
Bereavement Pay	One to Three Days Off	100%		
Paid Critical Leave (PCL)	Employee transfers PTO hours to their personal Paid Critical Leave Account. (Once per year).		100%	
Paid Critical Leave (PCL) Sell Back Program	The employee can convert Paid Critical Leave Hours to cash upon retirement or termination in good standing at a reduced pay rate based on years of service with the City.	100%		
Consumer Credit Counseling Services	Consumer Credit Counseling Services of Savannah, Inc. - One Session	100%		
Discount Programs	24/SEVEN Gym Membership		100%	Full-time Employee is eligible upon hire.
	Martial Arts and Cardio Membership		100%	
	South University		100%	
	Cool Sudz Car Wash		100%	
	YMCA		100%	
	Verizon		100%	

NOTE: Full-time Employee is any employee that is regularly scheduled to work a minimum of 30 hours per week on an ongoing basis.