

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: 15%;">Year 0-7</td> <td style="width: 85%;">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 |
| 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 | | | | | | | | | | | | | | | | | |
| 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, 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) | | | | | | | | | | | | | | |