

City of Tybee Island
Benefits Package

These benefits are available at the first of the month after 60 days of employment:

1. Health Insurance – BCBS – POS Access Plan

POS Plan – \$2000 Deductible – Cost of Coverage for dependent(s) semi-monthly

Employee Child(ren) \$101.52 Spouse \$109.33 Family \$226.83

2. Life Insurance – Lincoln Financial (\$25,000)

Life Insurance policy with is paid for by the City at \$3.19 semi-monthly.

3. Dental Insurance – MetLife – City pays for Employee Coverage (Low/High Plan)

A. Cost of coverage for dependent(s) semi-month - **Low Plan**

Employee \$0.00 Child(ren) \$ 16.16 Spouse \$ 14.23 Family \$33.48

B. Cost of coverage for dependent(s) semimonthly - **High Plan**

Employee \$1.11 Child(ren) \$ 22.81 Spouse \$ 16.52 Family \$42.24

4. Long Term Disability – Lincoln Financial (Covered by the City)

5. Vision Insurance – Ameritas VSP, EYEMED, or Vision Perfect Plan – Cost of Coverage semi-monthly

Employee \$4.05 Child(ren) \$ 7.08 Spouse \$ 8.11 Family \$11.13

6. Retirement/Pension - GMA

An employee has to be employed for 1 full year. This is paid for by the City. A person is not considered fully vested until he reaches his/her 10th year. An employee can be vested at 50% on their 5 year anniversary, 60% on their 6 year anniversary etc.

7. Other Coverage

There are a number of other groups that the employee can choose, but he/she makes the contribution: Aflac, Colonial Life, MetLife, Nationwide, Legal Services, Boston Mutual, etc.

8. Annual Leave (Vacation)

A full time employee earns ½ of a day per month for the first year of service – 6 days. Accumulation begins as soon as the employment begins, **but cannot be taken until after 3 months of continuous service.**

Employees with one or more years of continuous service earn leave at the rate of 1 day per month – 12 days.

After 10 years of continuous service, an employee can earn leave at the rate of 1 ½ day per month – 18 days.

Vacation leave may be accrued to a maximum of 240 hours.

9. Sick Leave

A full time employee accrues sick leave at the rate of 1 day per month – 12 day per year, and may accumulate unused sick leave indefinitely. Accumulation begins as soon as the employment begins, **but sick leave may not be taken until after 3 months of continuous service.** Upon separation from the city service, an employee shall not receive payment for accumulated sick leave.

10. 12 Paid Holidays

New Year's, MLK Day, President's Day, St. Patrick's Day, Memorial Day, Independence Day, Labor Day, veteran's Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve, and Christmas Day.

je/07/2015