



CITY OF BELGRADE BENEFITS

Health/Dental/Vision: premiums covered 100% for employees only with some contribution toward spouse & dependents. Three Medical plan options ranging from \$750 individual deductible to \$3,500 High-Deductible Health Plan.

Basic Life Insurance: City provided \$50,000 employee + \$5,000 on spouse dependents, option to purchase voluntary life and AD&D.

Other: Employee Assistance Program, Annual wellness screening w/ \$ incentives

Retirement:

- Public Employee Retirement System (PERS): Employee mandatory contribution is 7.9%, City/State match is 9.17%.
- 457 Deferred Compensation or ROTH Contributions (optional): employees may contribute with up to 7% match from City.

Paid Leave:

- Holidays – 13 paid holidays in general election years
- Vacation Leave - New Employees earn up to 15 days per year, accrued monthly (may be adjusted for prior Montana service or experience.) Leave accruals increase based on years of service. Employees may use vacation leave as soon as it is available.
- Sick Leave - Employees earn up to 12 days per year, accrued monthly. Employees may use sick leave as soon as it is available.

Optional and Other Benefits:

- City-paid gym membership at SNAP Fitness
- Flexible Benefits Plan (Medical/Dependent Childcare)
- Health Savings Account (with High-Deductible Health Plan only)
- AFLAC Supplemental Insurance (disability, accident, cancer, and other critical illness)
- Bilingual Pay