

# CITY OF HOBBS EMPLOYEE\* BENEFITS

BENEFITS	TO WHOM	EMPLOYEE PAYS	CITY PAYS
Annual Performance Merit Increase/Review	All Employees	None	Varies
Bereavement Leave (up to five days total per year)	All Employees	None	Yes
Deferred Compensation Plan (Section 457B)	All Employees	Voluntary Deduction	None
Direct Deposit	All Employees	None	Yes
<b>Group Health Insurance:</b> (BCBS, Teladoc, BVA)		<b>Biweekly Premium</b> <b>HDHP Biweekly</b>	<b>Biweekly Premium</b> <b>HDHP Biweekly</b>
Annual salary equal to or greater than \$70,000	Employee Employee + one Family	\$ 97.30    \$ 74.80 \$ 184.60    \$ 142.10 \$ 281.90    \$ 216.60	\$ 389.20    \$ 673.20 \$ 738.40    \$ 1278.90 \$ 1127.60    \$ 1949.40
Annual salary equal to or greater than \$30,000, but less than \$70,000	Employee Employee + one Family	\$ 72.98    \$ 56.10 \$ 138.45    \$ 106.58 \$ 211.43    \$ 162.45	\$ 413.53    \$ 635.80 \$ 784.55    \$ 1207.85 \$ 1198.08    \$ 1841.10
Annual salary less than \$30,000	Employee Employee + one Family	\$ 48.65    \$ 37.40 \$ 92.30    \$ 71.05 \$ 140.95    \$ 108.30	\$ 437.85    \$ 598.40 \$ 830.70    \$ 1136.80 \$ 1268.55    \$ 1732.80
<b>Delta Dental</b> Annual Salary equal to or greater than \$30,000	Employee Employee + one Family	\$ 2.35 \$ 4.70 \$ 9.20	\$ 7.44 \$ 14.88 \$ 29.12
Annual Salary less than \$30,000	Employee Employee + one Family	\$ 1.37 \$ 2.74 \$ 5.37	\$ 8.42 \$ 16.84 \$ 32.95
<b>VSP</b> (Optional Vision Plan): 2 plans	Employee Employee + one Family	\$ 11.07    \$ 11.99 \$ 16.05    \$ 17.38 \$ 28.78    \$ 31.16	None
Flexible Savings Account	All Employees	Voluntary Deduction	None
Jury Duty Leave	All Employees	None	Yes
Life Insurance (\$20,000)	All Employees	None	Yes
Supplemental Life	All Employees	Varies/Voluntary	None
Short Term Disability	All Employees	None	Yes
Long Term Disability	All Employees	Varies/Voluntary	None
Military Leave	All Employees	None	Yes
Critical Illness	All Employees	Voluntary Deduction	None
Accident	All Employees	Voluntary Deduction	None
Hospital Indemnity	All employees	Voluntary Deduction	None
Paid Holidays (12 Days)	All Employees	None	Yes
Pre-Tax Premium (Section 125)	All Employees	None	None
Workers Compensation	All Employees	None	Yes
<b>Retirement Benefits:</b> Public Safety - 25-year retirement***  Regular Employees – Rule of 85 or 65 with 5 years of service***	Regular Non-Union - >\$25,000 Regular Non-Union - <\$25,000 Police Non-Union Police Union Fire Non-Union Fire Union	7.65% 5.15% 10.175% 10.175% 12.20% 12.20%	14.8% 14.8% 28.775% 28.775% 30.9% 30.9%
Paid Time Off (PTO)	Regular 12.00 hrs/mo.** Fire 17.04 hrs/mo.**	None	Yes

\*\*\*See Public Employees Retirement Association Member Handbook for details. Varies on years of City Service \* Regular City Employee