

CITY OF GRAIN VALLEY

EMPLOYEE BENEFITS



MISSOURI LAGERS RETIREMENT PLAN

The City participates in the **non-contributory** L6 LAGERS retirement pension program. The Missouri Local Government Employees Retirement System (LAGERS) is a non-profit public pension system that provides retirement, disability and survivor benefits to Missouri's local government agencies.

MERIT PAY AND LONGEVITY AWARDS

We value our employees' time and dedication to the community! Full-time employees undergo performance evaluations annually. The total score an employee received can determine any **merit pay awarded**. **Longevity pay** is rewarded to employees on a five-year basis. Employees will be recognized every 5th anniversary with a service pin and the corresponding payroll amount of \$100 for each year of service.

PAID TIME OFF/HOLIDAYS

Full-time employees shall accrue *vacation and sick leave* at a beginning rate of **eight (8) hours each per month** - totaling **ninety-six (96) hours** for both vacation and sick leave per year. Full-time employees will also have **12 paid holidays** and **one personal day** over the course of one calendar year. The accrual rate is subject to increase based on the number of years a person is employed with the City.

\$50K LIFE INSURANCE

Employees hired as "full-time" that are scheduled to work an average of thirty (30) hours or more per week are eligible for the City of Grain Valley's life insurance the first day of the next month following your hire date. The City of Grain Valley agrees to pay one-hundred percent (100%) of your entire premium.

MEDICAL/ DENTAL & HSA

The City pays 100% of the medical and dental premium for eligible employees. The City also pays 65% of the premium for dependent(s) coverage. Full-time employees will have the option to enroll in the City of Grain Valley sponsored Health Savings Account ("HSA"). The City contributes \$150 per month to employee-only HSA or \$200 per month for covered family HSA.

TUITION REIMBURSEMENT

The City offers tuition assistance for the completion of associate and bachelor's degree programs for job-related education.

EMPLOYEE FITNESS PROGRAM

Health is wealth! When an employee records 50 separate (but not necessarily consecutive) days of fitness activity in a six (6) month period, they will be **rewarded with a half-day (4 hours) off of work with pay**. This benefit is available two times per year.

SHORT-TERM DISABILITY PAID BY THE CITY

The City of Grain Valley agrees to pay **one-hundred percent (100%)** of employee's entire short-term disability premium.

If elected, the employee is responsible for payment of the entire long-term disability premium. This payment will be automatically deducted, pre-tax, from your paycheck.

EMPLOYEE ASSISTANCE PROGRAM

The City provides confidential and voluntary assistance to employees and their immediate family members who may be faced with dynamic challenges of financial concerns, legal issues, alcohol or drug problems, marital problems, illness of a family member, emotional worries, childcare problems, etc. **up to six visits per year per issue**.

