

City of Dayton
Summary of Mid-Management Benefits
As of January 1, 2024

Health Insurance The City offers a high deductible health plan with Anthem Blue Cross Blue Shield. The employee’s share of the monthly premium is:

	<u>Monthly Contribution</u>
Anthem – Single	\$88.00
Anthem – Family	\$250.00

	<u>Annual Deductible</u>
Anthem – Single	\$2,100
Anthem – Family	\$4,200

City contribution to HRA (money supplied by the City to help meet deductible)

	<u>Annual Contribution</u>
Anthem – Single	\$1,500
Anthem – Family	\$3,000

*(Spousal / Domestic Partner Rule applies)

Dental Insurance The City pays 100% of premiums for dental plan with Superior Dental Care.

Basic Life and AD&D Employer paid - \$25,000 basic life and \$25,000 AD&D.

Optional Life Employee may purchase from \$10,000 to \$500,000, (in \$10,000 increments) subject to a maximum of 5 times salary.
 Spousal Life is available in amounts from \$5,000 to \$300,000 (in \$5,000 increments) subject to medical underwriting for amounts over \$75,000.
 Child Life is available in a \$10,000 flat amount.

Long Term Disability Employee may purchase at group rate. Two plans are available.
 Each plan pays 60% of salary in the event of disability with benefits beginning either 90 or 180 days after incapacitation.

Retirement Plan Covered under the State of Ohio Public Employees Retirement System. Employees contribute 10.0% of earnings and the City contributes 14.0%.

Deferred Compensation Employee can contribute to a tax deferred 457 retirement plan.
 Two plan options are available, Ohio Deferred Compensation Plan and Mission Square Retirement Corporation (formerly ICMA-RC).

Family/Personal Leave 3 days per year (For new employees, based upon start date – see policy)

Vacation Employees earn 8 hours of vacation per month for the first four years. Additional time is earned after four years of service. A maximum of 30 days can be carried from one calendar year to the next.

Sick Leave Employees earn 10 hours per month and can carry unused days into the following year. A maximum of 1120 hours can be carried from one calendar year to the next.

Holidays Employees receive 11 holidays per year.

Longevity Pay

Employees receive an annual payment after reaching the following service levels.

5 years	\$250
10 years	\$300
15 years	\$400
20 years	\$600

* If your spouse has access to other health insurance coverage through their employer and you enroll them in the City of Dayton sponsored medical, they are required to elect coverage under their employer's plan. The City of Dayton plan would be secondary coverage.

Benefits contained herein are subject to change.