

City of Dayton
Summary of Mid-Management Benefits
As of January 1, 2026

Health Insurance The City offers a high deductible health plan with Aetna. The employee's share of the monthly premium is:

	<u>Monthly Contribution</u>
Aetna – Single	\$120.00
Aetna – Employee + child(ren)	\$204.00
Aetna – Employee + Spouse	\$240.00
Aetna – Family	\$360.00

	<u>Annual Deductible</u>
Aetna – Single	\$2,100
Aetna – Employee + child(ren)	\$4,200
Aetna – Employee + Spouse	\$4,200
Aetna – Family	\$4,200

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

	<u>Annual Contribution</u>
Aetna – Single	\$1,500
Aetna – Employee + child(ren)	\$3,000
Aetna – Employee + Spouse	\$3,000
Aetna – Family	\$3,000

*(Spousal / Domestic Partner Rule applies)

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

Vision Insurance Employee may purchase vision insurance from Ameritas that you can choose VSP Choice Network or EyeMed Insights Network
Employee Only \$6.32/month
Employee plus Spouse \$12.24/month
Employee plus Children \$11.20/month
Family \$17.12/month

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 + one floating holiday per year.
Longevity Pay	Employees receive an annual payment after reaching five (5) years of continuous service. Please see the most recent policy.

* 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.