

EMPLOYEE BENEFITS



HEALTH INSURANCE

- Self-Funded Plan
- Network: Anthem Blue Cross Blue Shield
- PPO Deductible: \$700 Individual / \$2100 Family
- Co-pays: Primary care \$30, Specialty visit \$60
- Generally 10% coinsurance after deductible and co-pay



DENTAL INSURANCE

- \$0 Deductible, \$1,500 Annual Maximum
- Diagnostic and Preventative Services covered at 100%
- Basic and Major Services covered at 80%
- Orthodontic Services \$1,500 employee match, up to age 26



VISION INSURANCE

- \$10 Co-pay, plan pays balance of annual eye exam
- \$150 allowance towards frames or contacts, then 15-20% discount off remaining balance
- Additional discounts and coverages



RETIREMENT

- The City of Beloit participates in the Wisconsin Retirement System (WRS)
- Deferred Compensation: Employees may choose to participate in a 457(b) plan and may enroll at any time during employment with the City
- Participation in Post-Employment Health Plan, \$825 annual contribution from the City of Beloit



HOLIDAYS AND OTHER PAID TIME OFF

- 10 paid holidays per year
- 1 personal day per year
- Generous paid time off package including vacation, sick time, bereavement leave and funeral leave



OTHER VOLUNTARY BENEFITS

- Flexible Spending Accounts (FSAs)- health and dependent care
- Short and long term disability, accident, hospital, cancer, and critical care insurance
- Supplemental, spouse and dependent life insurance



LIFE INSURANCE

- The City pays the premium for the first share for eligible employees, amount equal to annual salary, adjusted to the nearest \$1000



EMPLOYEE ASSISTANCE PROGRAM

- Confidential 24/7 support available in person or virtually
- Legal guidance and resources
- Financial resources
- Work and lifestyle support