

City of Fountain
BENEFIT SUMMARY
General Employees

Deferred Compensation

- An additional 5% wage is provided by the City of Fountain to encourage contributions to an optional 457(b) Deferred Compensation Plan.

401(a) Retirement Plan

- 4½% 401(a) Defined Contribution Plan employee contribution, 4½% employer match. Mandatory employee participation after six (6) months of employment.

Medical & Dental Plans*

- Effective January 1, 2003 Medical insurance plan 85% paid by City and 15% paid by employee based on the employees' coverage option. Dental insurance plans 100% paid by City for employee and eligible family member. Coverage options include: Employee Only; Employee & Spouse; Employee & Child(ren); or Employee, Spouse, and Child(ren).

Vision Plan*

- Vision insurance plan 100% paid by City for Employee only. Employee contribution for eligible family member(s).

Life Insurance Plan*

- The City provides you with 2 times your annual salary in group term life insurance up to a \$200,000 maximum at no cost to the employee.

Short Term and Long Term Disability Plans*

- The City provides you with Short Term and Long-Term disability income insurance.

Vacation

- Less than five (5) years of employment, vacation accrues at 3.23 hours for every 80 hours worked per payroll. After five (5) years of employment, accrues at 4.62 hours for every 80 hours worked per payroll. After ten years of employment, accrues at 6.46 for every 80 hours per payroll. Employees shall be allowed to accumulate a maximum of 320 hours of vacation time. In weeks an employee chooses to use leave without pay the employee does not accrue vacation leave time.

Sick Leave

- Sick leave accrues at 3.70 hours per payroll or a maximum of 96 hours per year. Employees shall have no limit of maximum accumulation. In weeks an employee chooses to use leave without pay the employee does not accrue vacation leave time.

Personal Time

- Two (2) personal days or sixteen (16) hours per year after completing one (1) full calendar year of service. New employees receive one (1) personal day after completing six (6) months during a calendar year of employment. Ex; Employees hired on or after July 1, will receive one (1) personal day on January 1st of the following year and two (2) personal days the year following.

Holidays

- Eighty-eight (88) hours designated paid holidays per calendar year. Please refer to employee handbook for listed holidays.

***Plan eligibility becomes effective on the first of the following month after your date of hire. All programs briefly described in this benefit summary shall be provided in accordance with City of Fountain policies, procedures, and plan documents which are subject to change. The benefit summary is not intended to be an employment contract.**

City of Fountain
BENEFIT SUMMARY
Fire Department

Deferred Compensation

- An additional 4% wage is provided by the City of Fountain to encourage contributions to an optional 457(b) Deferred Compensation Plan.

FPPA Defined Benefit

- 9% employee contribution of base salary on a before-tax basis, 8% employer match. Mandatory employee participation commencing on date of hire.

Statewide Death & Disability Plan

- 1.3% base salary mandatory employee contribution, participation commencing on date of hire. 1.3% Employer contribution.

Medical & Dental Plans*

- Effective January 1, 2003 Medical insurance plan 85% paid by City and 15% paid by employee based on the employees' coverage option. Dental insurance plans 100% paid by City for employee and eligible family member. Coverage options include: Employee Only; Employee & Spouse; Employee & Child(ren); or Employee, Spouse, and Child(ren).

Vision Plan*

- Vision insurance plan 100% paid by City for Employee only. Employee contribution for eligible family member(s).

Life Insurance Plan*

- The City provides you with 2 times your annual salary in group term life insurance up to a \$200,000 maximum at no cost to the employee.

Short Term and Long Term Disability Plans*

- The City provides you with Short Term and Long-Term disability income insurance.

Vacation

- Less than five (5) years of employment, vacation accrues at 3.23 hours for every 80 hours worked per payroll. After five (5) years of employment, accrues at 4.62 hours for every 80 hours worked per payroll. After ten years of employment, accrues at 6.46 for every 80 hours per payroll. Employees shall be allowed to accumulate a maximum of 320 hours of vacation time. In weeks an employee chooses to use leave without pay the employee does not accrue vacation leave time.

Sick Leave

- Sick leave accrues at 3.70 hours per payroll or a maximum of 96 hours per year. Employees shall have no limit of maximum accumulation. In weeks an employee chooses to use leave without pay the employee does not accrue vacation leave time.

Personal Time

- Twenty-four (24) hours personal time per year after completing one (1) full calendar year of service.

Holidays

- Eighty-eight (88) hours designated paid holidays per calendar year. Please refer to employee handbook for listed holidays.

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City of Fountain
BENEFIT SUMMARY
Police Department

Deferred Compensation

- An additional 4% wage is provided by the City of Fountain to encourage contributions to an optional 457(b) Deferred Compensation Plan.

401(a) Retirement Plan

- 9½% employee contribution of base salary on a before-tax basis, 9½% employer match. Social security replacement plan. Mandatory employee participation commencing on date of hire.

FPPA Defined Benefit

- Death and Disability Only.

Medical & Dental Plans*

- Effective January 1, 2003 Medical insurance plan 85% paid by City and 15% paid by employee based on the employees' coverage option. Dental insurance plans 100% paid by City for employee and eligible family member. Coverage options include: Employee Only; Employee & Spouse; Employee & Child(ren); or Employee, Spouse, and Child(ren).

Vision Plan*

- Vision insurance plan 100% paid by City for Employee only. Employee contribution for eligible family member(s).

Life Insurance Plan*

- The City provides you with 2 times your annual salary in group term life insurance up to a \$200,000 maximum at no cost to the employee.

Short Term and Long Term Disability Plans*

- The City provides you with Short Term and Long-Term disability income insurance.

Vacation

- Less than five (5) years of employment, vacation accrues at 3.23 hours for every 80 hours worked per payroll. After five (5) years of employment, accrues at 4.62 hours for every 80 hours worked per payroll. After ten years of employment, accrues at 6.46 for every 80 hours per payroll. Employees shall be allowed to accumulate a maximum of 320 hours of vacation time. In weeks an employee chooses to use leave without pay the employee does not accrue vacation leave time.

Sick Leave

- Sick leave accrues at 3.70 hours per payroll or a maximum of 96 hours per year. Employees shall have no limit of maximum accumulation. In weeks an employee chooses to use leave without pay the employee does not accrue vacation leave time.

Personal Time

- Two (2) personal days or sixteen (16) hours per year after completing one (1) full calendar year of service. New employees receive one (1) personal day after completing six (6) months during a calendar year of employment. Ex; Employees hired on or after July 1, will receive one (1) personal day on January 1st of the following year and two (2) personal days the year following.

Holidays

- Eighty-eight (88) hours designated paid holidays per calendar year. Please refer to employee handbook for listed holidays.

***Plan eligibility becomes effective on the first of the following month after your date of hire. All programs are briefly described in this benefit summary shall be provided in accordance with City of Fountain policies, procedures, and plan documents which are subject to change. The benefit summary is not intended to be an employment contract.**