

**2022 - GENERAL City of Nampa Full-time Benefit Rates and Contributions - Does not include Police and Fire.**

<b>Blue Cross Medical</b>	<b>Employee Contribution</b>	<b>City's Contribution</b>	<b>Total Monthly</b>
Employee Only	\$0.00	\$642.84	\$642.84
Employee/Spouse	\$84.40	\$1,151.85	\$1,236.25
Employee/Child	\$21.68	\$773.70	\$795.38
Employee/Children	\$72.02	\$1,077.59	\$1,149.61
Employee/Family	\$159.88	\$1,599.82	\$1,759.70

<b>Blue Cross Basic Dental</b>	<b>Employee Contribution</b>	<b>City's Contribution</b>	<b>Total Monthly</b>
Employee Only	\$0.00	\$43.65	\$43.65
Employee/Spouse	\$0.00	\$77.48	\$77.48
Employee/Child	\$0.00	\$69.84	\$69.84
Employee/Children	\$0.00	\$107.62	\$107.62
Employee/Family	\$0.00	\$107.62	\$107.62

<b>Willamette - Premium Dental</b>	<b>Employee Contribution</b>	<b>City's Contribution</b>	<b>Total Monthly</b>
Employee Only	\$16.79	\$43.65	\$60.44
Employee/Spouse	\$29.78	\$77.48	\$107.26
Employee/Child	\$26.85	\$69.84	\$96.69
Employee/Children	\$41.37	\$107.62	\$148.99
Employee/Spouse/Children	\$41.37	\$107.62	\$148.99

<b>Vision - VSP</b>	<b>Employee Contribution</b>	<b>City's Contribution</b>	<b>Total Monthly</b>
Employee Only	\$8.20	\$0.00	\$8.20
Employee/Spouse	\$16.40	\$0.00	\$16.40

Employee/Child	\$17.54	\$0.00	\$17.54
Employee/Children	\$17.54	\$0.00	\$17.54
Employee/Family	\$28.50	\$0.00	\$28.02

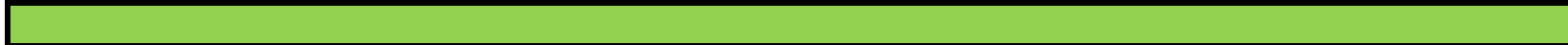
Personal Leave - Vacation / Sick Time Combined (PENDING)	Annual Sellback	Max Pay Out	Max Accrual
Starts at 6.24 hours per pay period, subject to maximum accrual limits. See Employee Handbook for specifics (changing Oct 1st 2021)	40 hours to cash/401k/457, plus purchase options for Rec Center, Golf Pass, plus donation option to Workforce Cares Fund or Rec Center Scholarship	400 hours	800 hours

Paid Holidays	Employee Contribution	City Investment	Rate Total
10 Paid Holidays per year	0%	100%	NA

Colonial Supplemental Coverage - Short term disability, life, accident, etc.	Employee Contribution	City Investment	Rate Total
Employee contacts Colonial. Varies based on age and health assessment	100%	0%	NA

Long Term Disability - Mutual of Omaha	Employee Contribution	City Investment	Rate Total
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After 90 days of full job loss, covers 60% of lost base wages - not to exceed \$3500 per month. May be eligible thru Social Security retirement age, depending upon doctor certification.	0%	100%	
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<b>Life Insurance &amp; AD&amp;D - Mutual of Omaha</b>	<b>Employee Contribution</b>	<b>City Investment</b>	<b>Rate Total</b>
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General Employee Life \$30k Accidental Death & Dismemberment (AD&D) \$30k	0%	100%	
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<b>Supplemental Life Insurance - Mutual of Omaha / NCPERS</b>	<b>Employee Contribution</b>	<b>City Investment</b>	<b>Rate Total</b>
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See Benefits Handbook	0%	100%	
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<b>PERSI Retirement System</b>	<b>Employee Contribution</b>	<b>City Investment</b>	<b>PERSI Savings Total % of Salary</b>
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Mandatory membership for Public Employees with lifetime annuity upon retirement (transferable within Idaho)	7.16%	11.94%	20%
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<b>Supplemental Retirement</b>	<b>Employee Contribution</b>	<b>City Investment</b>	<b>Rate Total</b>
See Benefits Handbook	100%	0%	

<b>EAP - BPA, 5 free per person, per incident</b>	<b>Employee Contribution</b>	<b>City Investment</b>	<b>Rate Total</b>
City pays \$2.78 per fulltime employee per month. Employees and family are eligible for 5 free sessions per person per incident	0%	100%	

<b>Wellness - Go365</b>	<b>Employee Contribution</b>	<b>City Investment</b>	<b>Rate Total</b>
Per Fulltime eligible member (who signs up) per month. Rewards are billed to the City of Nampa	\$0.00	\$4.44 Per employee per month, plus reward costs of \$14.58 per member	

<b>Biometric Screening - Preventative Health</b>	<b>Employee Contribution</b>	<b>City Investment</b>	<b>Total</b>
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Eligible for one per year. Basic screening billed to insurance.	\$0.00		
<b>Flus Shots - Costco</b>	<b>Employee Contribution</b>	<b>City Investment</b>	<b>Total</b>
\$20.00 Per person, once per year, Costco	0%	100%	
<b>Flexible Spending Account - APA</b>	<b>Employee Contribution</b>	<b>City Investment</b>	<b>Annual Maximum set by IRS</b>
Max employee contribution is \$2750 or \$105.76 per pay check x 26	Up to \$105.76	\$0.00	\$2,750.00
<b>Dependent Care Accounts - APA</b>	<b>Employee Contribution</b>	<b>City Investment</b>	<b>Annual Maximum set by IRS</b>
Max employee contribution is \$5000 or \$192.30 per pay check x 26	Up to \$192.30	\$0.00	\$5,000.00
<b>VARIABLE HRA VEBA - Gallagher HRA GO App</b>	<b>Employee Contribution</b>	<b>City Monthly Investment</b>	<b>Annual Benefit</b>
Amount varies annually based on employee medical expenses and savings impacting our City Health Trust.	0%	Varies	Varies