

## FY2023 - General City of Nampa Full-Time Benefit Rates and Contributions

\*\*Does not include the Police Department\*\*

Blue Cross Medical \$1,500 Individual Deductible \$2,000 Individual Maximum Out-of-Pocket	Employee Contribution	City's Contribution	Total Monthly
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

Blue Cross Dental PPO \$0 Deductible \$1,250 Individual Benefit Maximum	Employee Contribution	City's Contribution	Total Monthly
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

Willamette Dental HMO \$0 Deductible No Annual Maximum Benefit	Employee Contribution	City's Contribution	Total Monthly
Employee Only	\$22.37	\$43.65	\$66.02
Employee/Spouse	\$36.00	\$77.48	\$113.48
Employee/Child	\$35.72	\$69.84	\$105.56
Employee/Children	\$55.04	\$107.62	\$162.66
Employee/Spouse/Children	\$55.04	\$107.62	\$162.66

Vision - VSP	Employee Contribution	City's Contribution	Total Monthly
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	\$28.02	\$28.02	\$28.02

Personal Leave - Vacation & Sick Time Combined	Annual Sellback	Max Pay Out (Upon Retirement or Separation)	Max Accrual
Starts at 6.24 hours accrued per pay period; subject to maximum accrual limits. See Employee Handbook for specifics.	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
11 Paid Holidays per year	0%	100%	88 hours x Employees Base Hourly Wage
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%	Varies by employee
Long-Term Disability - Mutual of Omaha	Employee Contribution	City Investment	Rate Total
After 90 days of full job loss, covers 60% of lost base wages - not to exceed \$3,500 per month. May be eligible thru Social Security retirement age, depending upon doctor certification.	0%	100%	Varies by employee
Life Insurance & AD&D - Mutual of Omaha	Employee Contribution	City Investment	Rate Total
General Employee Life \$30k Accidental Death & Dismemberment (AD&D) \$30k	0%	100%	Varies by employee
Supplemental Life Insurance - Mutual of Omaha & NCPERS	Employee Contribution	City Investment	Rate Total
Mutual of Omaha - Supplemental Employee, Spouse and Child(ren) coverages available	100%	0%	Varies by employee
NCPERS - Coverage amount varies based on age	\$16.00	0%	\$16.00

PERSI Retirement System	Employee Contribution	City Investment	PERSI Savings Total % of Salary
Mandatory membership for Public Employees with lifetime annuity upon retirement (transferable within Idaho)	7.16%	11.94%	19.10%
Supplemental Retirement (401k and 457 Retirement Plan Options)	Employee Contribution	City Investment	Rate Total
Voluntary; can change contribution rate at any time subject to IRS annual contribution limits. See Benefits Handbook for more information.	100%	0%	Varies by employee
EAP - BPA, 5 free per person, per incident	Employee Contribution	City Investment	Total Monthly
City pays \$2.78 per full-time employee per month. Employees and family are eligible for 5 free sessions per person per incident per year.	0%	100%	\$2.78
Wellness - Humana Go365	Employee Contribution	City Investment	Total Monthly
Optional benefit for full-time employees who wish to enroll; Rewards are billed to the City of Nampa.	\$0.00	\$4.44 admin fee per participant per month, plus reward costs of \$14.58 per participant, plus \$0.50 Wellness credit per pay period	\$20.02
Biometric Screening - Preventative Health	Employee Contribution	City Investment	Total
Eligible for one per year. Basic screening billed to insurance.	\$0.00	Approximately \$225 billed to insurance	Paid through HealthTrust (self-funded medical plan)

Flus Shots - Costco	Employee Contribution	City Investment	Total
\$20.00 per person discounted rate; offered once per year through Costco	0%	100%	\$20.00
Flexible Spending Account - APA	Employee Contribution	City Investment	Annual Maximum set by IRS
Max employee contribution is \$2,850 per year or \$109.61 per pay check x 26	Up to \$109.61/pay period	\$0.00	\$2,850.00
Dependent Care Account - APA	Employee Contribution	City Investment	Annual Maximum set by IRS
Max employee contribution is \$5,000 per year or \$192.30 per pay check x 26	Up to \$192.30	\$0.00	\$5,000.00
VARIABLE HRA VEBA - Gallagher HRA GO App	Employee Contribution	City Monthly Investment	Annual Benefit
Amount varies annually based on employee medical expenses and savings impacting our city's Health Trust.	0%	Varies	Varies