



## City of Benton Benefits Overview



This list provides an overview of some of the benefits the City of Benton provides to its employees.

- 12 paid Holidays per year
- 120 hours paid vacation – 1 through 9 years of service, 160 hours paid vacation – 10 through 19 years of service, 200 hours paid vacation – 20 years of service and up
- 136 hours paid sick, maximum of 720 hours for all civilian employees, Fire 10 paid sick days, maximum of 1,440 hours for all 24-hour shift Firemen
- 24 PTO hours for civilian employees that do not require doctor's excuse
- Health and Dental through Municipal Health Benefit Fund Vision Insurance through EyeMed  
Employee only – 100% paid by the City of Benton Family Coverage - \$276.00 per month
- Medical Flexible Spending and Dependent Care through JTS
- Life and AD&D Insurance paid by the City of Benton through Symetra  
Employee - \$50,000 Life & \$50,000 AD&D
- Long Term Disability Insurance through Symetra for all non-uniformed personnel
- LOPFI Disability benefits for uniformed personnel
- Defined benefit private retirement plan for non-uniformed personnel 2% contribution for the 1<sup>st</sup> year of employment and 4% thereafter
- LOPFI Retirement for uniformed personnel
- Deferred Compensation Program (Nationwide and Security Benefit Group)
- EAP (Employee Assistance Program)-Offered through Symetra

### Other Voluntary Benefits

- Symetra – Life Insurance Voluntary Buy-Up Option
  - Employee - \$150,000 guaranteed approval for New Hires
  - Spouse - \$25,000 guaranteed approval for New Hires
  - Children - \$10,000 guaranteed approval for New Hires
- Symetra – Voluntary Short-Term Disability
- Transamerica – Life or Cancer Insurance Policies
- AFLAC – Accident, Hospital & Critical Illness Insurance Policies  
Cancer Insurance Policies
- Legal Shield – Legal Plan, Identity Theft Plan, Law Officer Legal Plan