



## 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 for HDHP plus \$142.36 in HSA account or employee pay \$57.68 with 90% paid for Copay Plan by the City  
Family Coverage - \$276.00 per month for HDHP with \$307.12 in HSA account and city pays 65% or \$454.56 per month for Copay Plan and City of Benton pays 67%.
- 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 employees; LOPFI Disability benefits for uniformed personnel
- APERS for all non-uniformed employees; 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
- Legal Shield – Legal Plan, Identity Theft Plan, Law Officer Legal Plan