



## 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 (including birthday)
- 15 paid vacation days – 1 through 10 years of service  
20 paid vacation days – 11 through 19 years of service  
25 paid vacation days – 20 years of service and up
- 20 paid sick days, maximum of 720 hours for all employees, except Fire 10 paid sick days, maximum of 1,440 hours for all 24-hour shift Firemen
- Health and Dental through Municipal Health Benefit Fund  
Vision Insurance through EyeMed  
Employee only – 100% paid by the City of Benton  
Family Coverage - \$285.00 per month
- Medical Flexible Spending and Dependent Care through Acuity
- Life and AD&D Insurance paid by the City of Benton through OneAmerica  
Employee - \$50,000 Life & \$50,000 AD&D
- Long Term Disability Insurance through OneAmerica 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)

### Other Voluntary Benefits

- OneAmerica – 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
- AFLAC – Accident Insurance and Cancer Insurance Policies
- Legal Shield – Legal Plan, Identity Theft Plan, Law Officer Legal Plan