

## **City of Monte Vista Benefit Summary**

### **2025**

The City of Monte Vista is committed to providing our employees with a benefits program that is both comprehensive and competitive. Our program offers a range of plan options to meet the needs of our diverse workforce. We know that your benefits are important to you and your family. This program is designated to assist you in providing for the health, well-being and financial security of you and covered dependents. Helping you understand the benefits of the City of Monte Vista offers is important.

Full-time (FT) employees are defined as working 30 or more hours per week in a single position, of which the City of Monte Vista currently receives a number of benefits as part of their total compensation package. These benefits are in addition to mandated benefits such as: workers' compensation, unemployment insurance, and social security. Some benefits are provided at no cost to the employee while others require employee cost sharing or contributions. Employees are eligible to enroll in most benefits effective the first of the month following thirty (30) days of employment.

#### **Employer Paid Benefits Include:**

- Term Life Insurance
- Long Term Disability

#### **Cost Sharing Benefits Include:**

- Medical
- Dental
- Vision
- 401(a) 3% employee, 3.5% employer match

#### **Full-Time employees can also take advantage of:**

- Flexible Spending Account
- 457(b) Deferred Compensation Plan
- Supplemental Life Insurance
- Wellness Benefits to include EAP (Employee Assistance Program) with myStrength, discounted memberships with Monte Vista Athletic Club and the Monte Vista Golf Course
- AirMed
- Legal Shield

#### **Full-Time, Non-Exempt Employees receive the following leave options**

- A minimum of 100 hours of annual leave (accrued the first two pay periods of each month), increasing after one year of employment
- 144 hours of annual Sick Leave (accrued the first two pay periods of each month)
- Bereavement Leave
- 8 paid holidays
- Exempt employees accrue 9.24 hours of leave per pay period (the first two pay periods of each month)

The City of Monte Vista has opted out of the Colorado FAMLI plan.

**Part-time and Seasonal, Non-Exempt Employee Benefits**

Defined as employees working 20 or more hours per week in a single position: 1 hour of sick leave for every 30 hours worked. 5 hours of Holiday pay for regularly scheduled time.

**Police Department:**

Fire & Police Pension Association of Colorado / FPPA

- Statewide Death & Disability Plan: 3.8% (paid by Member, Employer, or split)
- Statewide Retirement Plan\*
  - Defined Benefit Component: 22.5% (12.0% Member / 10.5% Employer)
  - Social Security Component: 11.25% (6.0% Member / 5.25% Employer)
  - Hybrid Defined Benefit, Money Purchase Components: 16.75% (8.375% Member / 8.375% Employer)
  - Money Purchase Component Only: 16.75% (split determined at local level)
- Legal Shield: Law Officer Plan