

General Benefit Information

City of Joplin offers its regular employees an outstanding fringe benefit package - briefly summarized below.

INSURANCE BENEFITS		
BENEFIT	PROVIDER	DESCRIPTION
Medical	Anthem (BCBS)	The City is self-insured and offers major medical coverage. Coverage will be effective on the first day of the month following the start date of active full time employment, provided you complete and file with us the required enrollment forms no later than 31 days after the date you first become eligible.
Vision	Humana	The City offers vision benefits. Two plans, basic and vision care plan. Plans are easy to use and understand. Periodic eye exams to wholesale pricing of frames, avoiding high retail markups with discounts on Lasik and PRK procedures. Coverage will be effective on the first day of the month following the start date of active full time employment, provided you complete and file with us the required enrollment forms no later than 31 days after the date you first become eligible.
Dental	Delta Dental	The City offers dental benefits. Diagnostic and Preventive Services, Basic Services and Major Services. Orthodontics for dependent children. Coverage will be effective on the first day of the month following the start date of active full time employment, provided you complete and file with us the required enrollment forms no later than 31 days after the date you first become eligible.

Life Insurance	Hartford	The City provides life insurance for all full time regular employees. (1.5) x annual salary = Life Insurance amount provided by the City, the minimum is $25,000. These individual premiums will be paid by the City. $50,000 additional life is available, but is voluntary based your age for premium. $25,000 additional life is available for spouse, but is voluntary based upon age of employee for the premium if selects $50,000. $10,000 additional life is available for child(ren), if selects $50,000. Also available: Beneficiary Assist, Funeral Planning, Travel Assistance Program and Estate Guidance (Will). Coverage will be effective on the first day of the month following the start date of active full time employment, provided you complete and file with us the required enrollment forms no later than 31 days after the date you first become eligible.
Flex System (Cafeteria Plan)	TASC	City offers you a choice to pay for certain qualified benefits on a pre-tax basis. Paying for certain benefits with pre-tax dollars reduces the amount you pay in taxes and increase your take home pay. Every dollar paid on a pre-tax basis results in a savings to you.
POST EMPLOYMENT BENEFITS		
Retirement Program	LAGERS (Missouri Local Government Employees Retirement System) General Employees	Eligibility begins the first o the month following six (6) consecutive months of employment. All full time general employees participate in this system. The program is funded fully by the City. If you have accrued at least five (5) years of accredited service, you are vested in the system and are entitled to a retirement benefit. Currently we are on the LT-14(65) program.
Retirement Program	(Police & Fire Pension)	This plan is available to all sworn Police Officers and Firefighters of the Joplin Police and Fire Departments and will be notified of all provision of the Plan upon their employment with the City. Eligibility begins on the first day of employment. Participants are eligible for normal retirement after twenty-five (25) years of service without regard to age at fifty-five (55%)

		of their average pay. Early retirement is available at a reduced benefit from twenty (20) to twenty four (24) years of service. Participants contribute ten percent (10%) of their annual salary to the Plan.		
457 Deferred Compensation	ICMA-RC and Nationwide	A supplemental retirement plan and tax shelter for public sector employees, both non-profit tax exempt service organizations specializing in retirement plans for local government employees. Payroll deduction is provided for the program.		
MISCELLANEOUS				
Other Benefits/ Programs		Yrs.	Hrs. Accrue	Max Accrue
Vacation Leave (Police & General Employees)		0-9	6.67	160
		9-14	10	240
		> 14	13.34	240
Vacation Leave (Fire Employees)		0-9	10 (5/ 24 hr.)	240
		9-14	14 (7/ 24 hr.)	336
		> 14	18.67 (9.34/ 24 hr.)	336
Sick Leave		All regular full time employees shall accrue sick leave at the rate of eight (8) hours for each month of service or major fraction thereof.		

This listing is not a contract for benefits with the City of Joplin and should not be construed in any way to suggest that listed benefits are available to all employees. This listing merely summarizes some of the benefits that may be offered by the City of Joplin, and is subject to the terms of the City of Joplin benefits at the time of hire.