



## **Director of Human Resources** **Fringe Benefits Quick Sheet**

**SALARY: Director of Human Resources - \$121,184 - \$154,573**

**HEALTH INSURANCE – City of Grand Rapids – (Priority Health Administrators)**

Medical - \$20.00 copay for office visits (physician, urgent care, chiropractic, mental disorder)

- \$150 annual deductible per family
- 20% with a maximum of \$850 per family co-insurance for covered medical services
- \$100 copay for Emergency Room visits unless admitted

Prescriptions (DisclosedRx Administrators) - \$10 Generics; \$20 Preferred Brand; \$40 Non-Preferred Brand; 5% up to \$100 Preferred Specialty; 5% up to \$200 Non-Preferred Specialty

Vision (Blue Cross Blue Shield Administrators with the VSP Choice Network)- Free In-Network Exams; \$10 Lens Copay; \$150 Contact Allowance; \$150 Frames Allowance

Dental - \$1,200 per person per year benefit: free preventive, 25% member responsibility for restorative, and denture/bridges. 50% member responsibility for orthodontics with a lifetime benefit of \$1500 per person under age 19.

Insurance Opt-Out: Eligible for a stipend payment of \$69.23 per paycheck for declining City insurance.

Retiree health insurance- defined contribution with employee and employer contributions

**REQUIRED CONTRIBUTION TOWARD HEALTH CARE**

20% Premium Sharing of City's blended-composite rate. Three tiers: Single, Double, and Family

**SECTION 125 BENEFITS AND CAFETERIA BENEFITS (Voluntary Enrollment)**

- Disability Insurance
- Life Insurance
- Cancer Insurance
- Flexible Spending Accounts (Medical and Dependent Care Reimbursement)

**RETIREMENT**

**1. 401(A) retirement account (begins after 6 months)**

- 6% employee contribution, 7% employer contribution

**MERS Retiree Healthcare Savings Account (begins after 6 months)**

Per Paycheck Contribution - \$0 at hire; \$14.42 at 6 months; \$28.85 at 1 year; \$38.46 at 2 years

**DEFERRED COMPENSATION (VOLUNTARY)**

- ICMA-RC 457 deferred compensation plan – (employee contribution only)
- ICMA-RC Roth IRA Plan after-tax contributions – (employee contribution only)

**DEATH BENEFIT: \$60,000**

**TUITION REIMBURSEMENT** (Per City Commission Policy #600-04 – allowed to take formal education courses for academic credit with reimbursement)

**PARKING:** Access to all City-owned ramps. This access is available 24/7/365.

**CELL PHONE:** The City will provide a mobile phone or “bring your own device” stipend.

**EMPLOYEE ASSISTANCE PROGRAM:** EAP counseling services – free with no limit on usage for employees and everyone who resides with them.

**HEALTH AND WELLNESS:** Annual Health and Wellness Incentive Program to earn up to \$250. Free health coaching/tobacco cessation programs and on-site and virtual workshops.

**MISCELLANEOUS:** Access to computers and technology equipment and private office.