



Economic Development Director **Fringe Benefits Quick Sheet**

SALARY: Economic Development Director - \$113,169 - \$144,306 (Pay Range 23U)

UNION AFFILIATION: Non-Represented

HEALTH INSURANCE – City of Grand Rapids – (Self-Funded Health Insurance Plan)

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

- \$150 annual deductible per family
- 20% coinsurance up to a maximum of \$850 per family for covered medical services
- \$100 copay for Emergency Room visits (copay waived if admitted)

Prescription Drugs - \$10 Generics; \$20 Preferred Brand; \$40 Non-Preferred Brand;

5% up to \$100 Preferred Specialty; 5% up to \$200 Non-Preferred Specialty

Vision - 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. Dental implants covered at 80% - does not count toward \$1,200 annual limit.

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

MERS Health Care Savings Program - Defined contribution with employee and employer contributions

REQUIRED CONTRIBUTION TOWARD HEALTH CARE

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

SECTION 125 BENEFITS AND CAFETERIA BENEFITS (Voluntary Enrollment)

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

RETIREMENT

401(A) Retirement Account (Mandatory & Begins after 6 months)

- 6% employee contribution, 7% employer contribution

DEFERRED COMPENSATION (Voluntary Enrollment)

MissionSquare Retirement 457b plan pre-tax contributions – (employee contribution only)

MissionSquare Retirement Roth IRA after-tax contributions – (employee contribution only)

DEATH BENEFIT: \$60,000 – No cost to employee

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

EMPLOYEE ASSISTANCE PROGRAM: EAP counseling services – free with no limit on usage

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

NOTE: ALL PERCENTAGES/FIGURES ABOVE ARE SUBJECT TO CHANGE IN THE FUTURE.