

CITY OF PIERRE

Employee Benefits

RETIREMENT

- Employer matches 6% of salary
- Employer matches 8% of salary for a patrol officers

*South Dakota Retirement System Member

SUPPLEMENTAL RETIREMENT

Employees are also automatically enrolled in the South Dakota Supplemental Retirement Plan. The beginning contribution is \$12.50 but can be increased or decreased at any time. Employees also have the option to have the contributions pre-taxed or post-tax.

FLEX SPENDING ACCOUNTS

The City of Pierre offers flex spending accounts to its employees. A Flexible Spending Account is a special account you put money into that you use to pay for certain out-of-pocket health care costs. You don't have to pay taxes on this money.

EDUCATIONAL ASSISTANCE

Benefitted employees who have worked for the City for more than one year can receive up to \$2000 in qualifying educational reimbursement per year.

THE CITY OF PIERRE'S MISSION IS TO PROVIDE SERVICES THAT PROMOTE A HIGH QUALITY OF LIFE FOR ALL CITIZENS.

HOLIDAYS

City employees receive 10 paid holidays annually.

LONGEVITY

- Employees who work full-time for 5 years receive an annual \$50.00 longevity check.
- After 5 years of service, longevity checks increase in accordance with the following scale.

Years Worked	Increase	Total Annual Benefit
5	-	\$50
6	\$5	\$55
7	\$5	\$60
8	\$5	\$65
9	\$5	\$70
10	\$30	\$100
11	\$10	\$110
12	\$10	\$120
13	\$10	\$130
14	\$10	\$140
15	\$85	\$225
16	\$15	\$240

ANNUAL LEAVE ACCRUAL

Years of Employment	Accrual Rate	Maximum Accrual Limit
0-5	3.33 hrs/payperiod	240 hours
5-10	4.33 hrs/payperiod	
10-15	5.75 hrs/payperiod	280 hours
15-20	6.67 hrs/payperiod	320 hours
20+	7.00 hrs/payperiod	

SICK LEAVE

Sick leave is accrued at 4.67 hours per payperiod, accrual is unlimited.

PERSONAL EMERGENCY LEAVE

Personal emergency leave allows the use of up to 40 hours of accrued sick leave for an emergency involving a member of the employee's immediate family.

SPECIAL PAY PLAN

Employees who are age 55 or older and receive termination pay (payment of accrued annual leave after successfully completing probation and one-fourth of accumulated sick leave for employees who voluntarily leave employment after 15 years) will have their payment excluded from their gross wages since the payment will be sent to the SDRS Special Pay Plan.

CITY OF PIERRE

HEALTH INSURANCE

The City of Pierre is self-insured, and provides :

- 100% of employees health insurance*
- 100% of employees dental insurance
- 100% of employees life insurance - \$15,000

Single Coverage		
Deductible	Co Pay	Employer Contribution
\$1000	80 / 20	\$1,034.21
\$2800	80 / 20	**\$1,034.21 \$50/pay period
Option 1		
	Deductible	Annual out of pocket max
Single	\$1000	\$2,600
Family	\$2000	\$5,200
Option 2		
	Deductible	Annual out of pocket max
Single	\$2800	\$6,450
Family	\$5400	\$12,900

* Benefited tobacco users are assessed \$15 per pay period. Smoking Cessation products are not subject to deductible and paid at 90%.

**The city contributes \$50 per pay period to a Health Savings Account for those who select the \$2700 deductible plan.

OPTION 1 Spouse or Child - Employee Contribution	
Per Month	Per Pay Period
\$444.36	\$222.18
OPTION 2 Spouse or Child - Employee Contribution	
Per Month	Per Pay Period
\$175.58	\$87.79

OPTION 1 Family - Employee Contribution	
Per Month	Per Pay Period
\$878.78	\$439.39
OPTION 2 Family - Employee Contribution	
Per Month	Per Pay Period
\$476.50	\$238.25

PHYSICAL EXAMINATIONS

100% of usual and customary physical exams area not subject to deductible or coinsurance.

ANCILLARY INSURANCE

Through payroll deductions, employees have the option to purchase additional insurance such as life, vision, disability and cancer coverage.

DENTAL INSURANCE

Single Coverage	
Deductible	Employer Contribution
\$25 / person not to exceed \$75	\$32.30
1 Dependent - Employee Contribution	
Per Month	Per Pay Period
\$29.20	\$14.60
Family Coverage (more than one dependent) Employee Contribution	
Per Month	Per Pay Period
\$57.96	\$28.98

- Checkups & Teeth Cleaning:
100% coverage
- Cavity Repair/Fillings and Tooth Extraction & Root Canals and Gum and Bone Diseases:
80% coverage
- Cast Restorations, Bridges Dentures:
50% coverage
- Annual Maximum Benefit: \$1,000 per person per coverage year