

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

WELLNESS BENEFITS

After 7 years of service, employees with at least 224 hours of accrued unused sick leave receive a wellness payment equaling the number of unused sick leave hours times the employee's current hourly rate times 3%.

Unused Sick Leave	Hourly Rate		Payout
224	\$20.00	$224 \times 20 \times 3\% =$	\$134.40
400	\$15.00	$400 \times 15 \times 3\% =$	\$180

Employee who retire or resign after 15 years of service receive 25% of accrued unused sick leave at the employee's current hourly rate, not to exceed 13 weeks of the employee's annual compensation.

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.

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	

The City of Pierre's mission is to provide services that promote a high quality of life for all citizens.

ANNUAL LEAVE ACCRUAL

Years of Employment	Accrual Rate	Maximum Accrual Limit
0-5	6.66 hrs/month	240 hours
5-10	8.66 hrs/month	
10-15	11.50 hrs/month	280 hours
15-20	13.33 hrs/month	320 hours
20+	14.00 hrs/month	

SICK LEAVE

Sick leave is accrued at 9.33 hours per month, accrual is unlimited.

PERSONAL EMERGENCY LEAVE

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

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.

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	\$956.54
\$2700	80 / 20	**\$956.54 + \$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	\$2700	\$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
\$410.98	\$205.49
OPTION 2 Spouse or Child - Employee Contribution	
Per Month	Per Pay Period
\$162.40	\$81.20

OPTION 1 Family - Employee Contribution	
Per Month	Per Pay Period
\$812.78	\$406.39
OPTION 2 Family - Employee Contribution	
Per Month	Per Pay Period
\$440.72	\$220.36

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	\$31.30
1 Dependent - Employee Contribution	
Per Month	Per Pay Period
\$28.30	\$14.15
Family Coverage (more than one dependent) Employee Contribution	
Per Month	Per Pay Period
\$56.16	\$28.08

- 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