

CITY OF SOLDOTNA BENEFITS

REGULAR FULL-TIME PSEA EMPLOYEES

HEALTH AND WELLNESS BENEFITS



HEALTH INSURANCE: City employees are offered health insurance which includes medical, dental, and vision coverage. The City covers 90% of premium costs for employee only coverage, and 85% of the premium for family coverage. Through an HRA, employees are reimbursed for most deductible costs, resulting in a \$200 deductible for an employee only, and an \$800 deductible for employee plus family.

FY24 Premera Monthly Rates <i>(starting July 1, 2023)</i>	Employee Pays	City Portion	Deductible <i>(after HRA reimbursement)</i>
Employee Only	\$82.36	\$741.12	\$200
Employee/Child(ren)	\$236.12	\$1,338.09	\$800
Employee/Spouse	\$285.88	\$1,619.99	\$800
Employee/Family	\$399.06	\$2,261.41	\$800



WELLNESS REIMBURSEMENT: The City will reimburse regular full-time employees up to a certain dollar amount each month for membership fees for an approved gym or activity, based on employee usage.



EMPLOYEE ASSISTANCE PROGRAM: The City offers an employee assistance program through LifeWorks. The EAP is a confidential, pre-paid assessment and counseling service to provide you and your family assistance in managing everyday concerns.

LIFE AND SUPPLEMENTAL INSURANCE



LIFE INSURANCE: The City provides basic life insurance coverage for regular full-time employees. Employees have the option to purchase additional select life insurance.



SUPPLEMENTAL INSURANCE: Employees may choose to purchase supplemental insurance policies with Aflac.

STEP INCREASES



Regular employees serve a six month probationary period, except police officers who serve one year. After successfully completing six month probationary period (or six months of service for police officers) with a favorable evaluation, regular employees will be eligible for a step increase. Step increases are given annually thereafter based on a favorable evaluation.

PARKS + RECREATION PERKS



City employees enjoy free or discounted access to many Parks + Recreation amenities, including: free ice skating and skate rentals, free access to walking track, racquetball and wallyball courts, free day use for campgrounds and boat launches, discounted access to community schools offerings, and fee waivers for the use of Sports Center conference rooms. See the Employee web page for a full list of Parks + Rec employee perks.

PAID LEAVE & HOLIDAYS



PERSONAL LEAVE: Personal leave begins to accrue immediately upon hire, at the following rates:

0-2 yrs - 16 hrs/month 5+-10 yrs - 20 hrs/month
2+-5 yrs - 18 hrs/month 10+ yrs - 23 hrs/month



HOLIDAYS: Holidays are observed on the following days, plus one additional floating holiday each year:

New Year's Day	Alaska Day
Presidents Day	Veterans' Day
Seward's Day	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Independence Day	Christmas Day
Labor Day	

RETIREMENT BENEFITS



RETIREMENT: Regular full-time employees participate in the State of Alaska Public Employees Retirement System (PERS) in lieu of Social Security.



457 DEFERRED COMP PLAN: Regular full-time employees have the option to contribute into a supplemental retirement plan through MissionSquare Retirement. These pre-tax contributions are funded solely through the employee.

EDUCATION BENEFITS



The City will cover attendance and travel for relevant trainings, conferences, seminars, workshops, etc. Requests will be considered for attendance at accredited colleges, universities, business and technical schools for job-related courses and programs.

UNION MEMBERSHIP



Employees can choose to participate in membership with the Public Safety Employees Association (PSEA). Union dues are \$130/month for officers and \$75/month for non-officers.



For more information, visit www.Soldotna.org/Jobs or contact Human Resources at 907-262-9107 or hr@soldotna.org. Benefits subject to change without prior notice.