

3.6 Regular Part-Time Benefitted Employee Benefits

Insurances and Other Benefits

Regular part-time employees shall be entitled to insurance coverage and other benefits as follows, pro-rated accordingly:

- Medical Insurance (including Retiree Health) - City payment of medical insurance premiums as provided in the Insurance and Other Benefits section of the MOU, pro-rated.
- Life Insurance - The City will provide life insurance coverage in the same amount as full time employees in the unrepresented unit.
- Health Reimbursement Arrangement (HRA) – Regular part-time employees are eligible to the same benefit as regular full time employees, pro-rated.
- Deferred Compensation (457) – Regular part-time benefitted employees receive a matching City contribution of \$30 per pay period. Employees are automatically enrolled in the benefit at the City matching amount.
- Voluntary Coverages – Regular part-time benefitted employees may enroll in the City's long term disability insurance, supplemental life insurance, dental plan, vision plan and/or the Section 125 plan. Voluntary coverage enrollment is subject to plan provisions. The employee must request in writing to the employer his/her desire to enroll and pay applicable premiums.
- Leaves – Accrual, Limits and Adjustments - The City provides all regular part-time benefitted employees with the same vacation, sick leave, holiday leave and accrual limits that apply to regular full time employees, pro-rated. Holidays are paid as the holiday occurs, in the same manner as regular full time staff. Two Floating Holidays per calendar year are pro-rated according to each employee's budgeted percentage of full-time employment. The City will stop all paid leave accruals when an employee goes on an unpaid status; unless otherwise provided by law.