



**Municipal Benefits Summary:**

Insurance and optional Retirement Savings Plans are for all eligible regular full and/or part-time employees scheduled to work at least 20 hours per week. The Municipality of Anchorage (MOA) offers Health, Life, Dependent Life, Short Term Disability, Long Term Disability, Public Employee Retirement System (PERS) Retirement and optional retirement savings programs to eligible employees. There is no additional cost for health insurance for eligible dependents. Proof of relationship is required within 30 days of hire. Cost for benefits above your Municipal contribution will be deducted from your paycheck on a bi-weekly basis. Amounts that are less than the Municipal contribution, if any, may be refunded to the employee by contract and are taxable earnings.

**Health:**

The bi-weekly contribution towards your benefits is \$636.75. Health insurance premiums vary depending on the plan you select. Health insurance will start on the first day of the month following your date of hire. If you start on the first day of the month, your benefits will begin on the first day of the month as well.

- PPO 1300/2600 – low dental (High Deductible Plan)
- 500 Plan – low dental
- 500 Plan – standard dental
- 250 Plan – low dental
- 250 Plan – standard dental
- 100 Plan – low dental
- 100 Plan – standard dental
- Co-Pay 1000 – low dental
- Co-Pay 1000 – standard dental

**Supplemental Life Insurance:**

Life insurance is available in increments starting at \$10,000 up to a maximum of \$200,000.

**Employer paid life Insurance:**

The MOA provides \$10K in employer paid life insurance.

**Dependent life insurance:**

Dependent life insurance costs \$.80 per month regardless of the number of dependents that are enrolled in this plan. This insurance covers the lives of your spouse and dependent children (children under the age of 19). Coverage is a maximum of \$5,000 for each dependent.

**401(k) Savings Plan:**

The MOA offers a 401(k) Savings Plan to regular employees and part-time employees who work more than 20 hours a week. You may rollover other qualified plans and there is no Open Enrollment period.

**Short Term Disability Insurance:**

Short term disability insurance provides coverage for non-occupational accidents, injuries and surgeries beginning on the first day. Illnesses may begin on the 15<sup>th</sup> day for up to 39 weeks. Weekly benefits range from \$100-\$500 or 60% of weekly salary, up to a maximum \$1,500.

**Long Term Disability Insurance:**

In the event of a disability that lasts 40 weeks or longer, an employee is eligible to receive 60% of their salary, up to a maximum of \$3,000 monthly. This is an employer paid benefit.

**Health Care Flexible Spending Account (HCFSA):**

A health care flexible spending account is a benefit plan that allows you to defer pre-tax money into an account for the purpose of paying qualified out-of-pocket medical expenses for yourself, your spouse your dependents throughout the year. Maximum deferral \$5000.00.

**Dependent Care Flexible Spending Account (DCFSA):**

A dependent care flexible spending account is a benefit plan that allows you to place pre-tax money into an account for the purpose of paying qualified out-of-pocket dependent care expenses for dependent children under the age of 13 and/or for home health care consisting of at least 8 hours a day for eligible dependents living in your home. Maximum deferral \$5000.00.

**Health Savings Account (HSA):**

A health savings account is designed to work together with the MOA high deductible health plan. An HSA is a tax-sheltered savings account that you own for the purpose of paying qualified medical expenses for yourself and qualified dependents. Eligibility restrictions apply. This is allowed only with the High Deductible Health Plan (PPO1300/2600).

**Public Employees Retirements System (PERS):**

Participation is mandatory for all regular full time employees and for regular part-time employees scheduled to work at least 15 hours per week. The employee and employer contribute to the retirement fund on a bi-weekly basis.

**Employee Assistance Program (EAP):**

The Employee Assistance Program (EAP) is for all eligible employees regularly scheduled to work at least 20 or more hours a week and who have health insurance through the Municipality. Magellan's EAP is a confidential, free counseling service for eligible employees and their qualified dependents living in their home. Covered individuals can receive up to three free visits per issue. EAP also provides legal and financial services for consumer credit counseling and establishing a Will, etc.

**457 Deferred Compensation:**

The MOA offers a 457 Deferred Compensation plan to all regular and part-time employees. You may rollover other qualified plans and there is no Open Enrollment period.

**Holidays**

New Years Day	All Municipal Employees
Martin Luther King Jr. Day	All Municipal Employees except APDEA
President's Day	All Municipal Employees
Seward's Day	Only AMEA and APDEA
Memorial Day	All Municipal Employees
Independence Day	All Municipal Employees
Labor Day	All Municipal Employees
Veteran's Day	All Municipal Employees
Thanksgiving Day	All Municipal Employees
Day after Thanksgiving	All Municipal Employees
Christmas Eve	IAFF Employees – full day & APDEA – half day 12/24
Christmas Day	All Municipal Employees