

# City of Cody

## Benefit Program Summary –7/1/2016-6/30/2017

Benefits shown in this summary are not guaranteed and are subject to change by the Governing Body.

### Health Insurance: (Please note Health Insurance is currently only available for Regular Full-Time Employees)

Health insurance premium is currently paid at 100% for the employee by City of Cody.  
Dependent care coverage is shared by City of Cody and Employee with a 87.5%/12.5% split.  
Provides coverage for employee and immediate family.  
Annual major medical deductible of \$1300 per single or \$2600 per family  
80/20% coverage of some services after deductible is met  
100% after \$3,250 per single, \$6,500 per family  
\$10,000 Employee Life Benefit Insurance; \$10,000 Employee Accidental Death/Disability Insurance  
\$2,000 Spouse, \$100 Dependent Child under 6 mos., \$1,000 Child over 6 mos. - Life Ins.  
Limited Dental Coverage  
Preventive Care and Well Child Benefit Coverage  
Prescription Rx subject to deductible and co-insurance, RXCare Wyoming discounts apply.  
Health Savings Account City Participation - \$650 per single, \$1300 per family

### Premiums City Portion/Month Employee Portion/Pay Period Total Premium

Family \$1545.93 \$63.63 \$1673.19  
Couple \$1151.61 \$35.46 \$1222.53  
Emp. w/dep \$1013.01 \$25.56 \$1064.13  
Single \$655.02 \$ 0.00 \$ 655.02

### Paid Holidays: (Please note FTE's receive 8 hours of pay per holiday and RPTE's receive 4 hours of pay per holiday.)

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

Day

### Sick Leave: Full-Time Employee Part-Time Employee

8 hours per month 4 hours per month

### Vacation: Full-Time Employee Part-Time Employee

Years 0 – 4 10 days (80 hours) 5 days (40 hours)  
Years 5 - 10 15 days (120 hours) 7.5 days (60 hours)  
Years 11 - 20 20 days (160 hours) 10 days (80 hours)  
Years 21 + 25 days (200 hours) 12.5 days (100 hours)

One personal day per year for all full-time employees, and ½ personal day for all regular part-time employees regardless of tenure with the City.

**Retirement:** Mandatory program through the Wyoming Retirement System. Employee contribution is 4.43% of gross income. Law Enforcement is 5.51%. City of Cody contribution is 12.19% of gross income. City Contributions for Law Enforcement is 11.69%. Total contribution for Non-Police employees is 16.62%; total contribution for Police employees is 17.2%. All employees are vested after 48 months of continuous service.