

BRING YOUR DREAMS.



## CITY OF BROOKINGS BENEFITS AT A GLANCE

The City of Brookings believes our employees are truly our most valuable asset and are essential to our continued success. This is why we proudly offer a comprehensive and valuable benefits package designed to fit the need of our employees and their families. Those meeting eligibility requirements can choose to participate in the following benefits:

- **Vacation:** Vacation hours are accrued as follows: 6.67 hours earned per mo to five years; 10.0 hours per mo after 5 years; 13.33 hrs per mo after 10 years and 16.67 per mo earned after 20 years.
- **Holidays:** Hourly employees will receive 11 paid holidays per calendar year to include a floating holiday.
- **Life Insurance:** The city pays employee premium for 1X annual salary of term life insurance and 1X annual salary for AD&D insurance. There is the option to purchase additional term life insurance in \$10,000 increments up to \$250,000 at employee cost based on age. Dependent life is also available (\$5,000 for spouse and \$2,000 for each child) for purchase at employee cost.
- **South Dakota Retirement System includes Retirement and Long Term Disability benefits:** SDRS is a state retirement system benefit that is a mandatory requirement for non-temporary city employees working 20 or more hours per week. Employees are required to participate by putting in 6% of salary per month for Class A employees and 8% for Class B Public Safety employees. The City of Brookings matches required employee contributions.
- **Longevity benefit:** Longevity is paid after completing five years of continuous full-time employment with a cap of 30 years.
- **Wellness Benefit:** The City of Brookings reimburses City employees 50% of the monthly membership fee (up to a maximum of \$25.00) at a locally accredited wellness/fitness center or other approved on-site health and/or wellness related improvement program. For wellness/fitness center reimbursement, proof of attendance of an average of two (2) times per week or eight (8) times per month is required, along with a receipt of the actual monthly fees paid.
- **Health Insurance:** The City currently pays 75-85% of health premiums for employees based upon stipulations in the personnel policy manual and/or union contracts.
- **Dental Insurance:** The City of Brookings offers employees dental benefits through Delta Dental.
- **Vision Insurance:** The City of Brookings offers vision benefits through Avesis Vision Plan.
- **Sick Leave Accrual:** Sick leave hours accrue at 12 hours per month.
- **Employee Assistance Program:** Connections, Inc. EAP provides employees and their eligible dependents with three hours of local professional face-to-face assessment and problem-solution planning per problem/incident annually with a credentialed mental health, family/marriage counselor, or addictions counselor.
- **AFLAC:** Various voluntary benefits to include cancer insurance, intensive care insurance, accident insurance, disability, specified health, etc. are available through AFLAC representatives.

*The summary benefit information is for informational purposes only and is not intended to create a contract.*