

## CITY OF BRISTOL TENNESSEE EMPLOYEE BENEFIT SUMMARY

**Retirement** Retirement is paid by the City for employees hired prior to October 1, 2011 through the Tennessee Consolidated Retirement System. Employees hired on or after October 1, 2011 will contribute 5% of his or her salary to TCRS with the remainder being paid by the City. Eligible to retire after 30 years or at age 60. Fully vested after five years.

**Life Insurance** One times your annual salary, with a minimum of \$20,000, maximum of \$50,000. Dependent life insurance is available for spouse and children for \$2.20 per month. Supplemental life is available at an additional cost.

**Coverage for Health Insurance begins on the 1<sup>st</sup> day of the month following 2 full months of employment not to exceed 90 days.**

<b>Health Insurance</b>	<u>Coverage Type</u>	<u>White Plan Pay Period</u>	<u>Gold Plan Pay Period</u>
	Employee Only		\$21.98-\$ 39.96
Employee + 1		\$84.44-\$105.54	\$41.90-\$76.17
Family		\$128.76-\$160.95	\$63.84-\$116.07

**Coverage for Dental Insurance begins on the 1<sup>st</sup> day of the month following employment.**

**Dental Insurance** The City pays \$10.00 a month toward your choice of coverage. Your cost per pay period for you is \$4.10; you plus your child = \$11.85; you plus your spouse = \$13.30; you plus your family = \$21.05.

**Section 125 Plan** The City provides this tax shelter for your dental and health insurance premiums.

**Disability** Long-term disability is payable to you at 60% of your salary after 180 days of disability. The City pays disability premiums.

**Sick Leave** Full-time employees working a 40-hour workweek accrue 8 hours per month. Full-time employees working a 56-hour workweek (Fire personnel) accrue 11.25 hours per month. Unused sick leave accumulation is credit toward retirement service time. (Accrued time can only be taken after probationary period)

**Vacation  
(Cap is 240 hours)** Employees on a 40-hour workweek accrue as follows:  
After 1 year = 84 hours (7 hrs./month)  
(Accrued time can only be taken after probationary period)  
After 5 years = 108 hours (9 hrs./month)  
After 10 years = 132 hours (11 hrs./month)  
After 15 years = 168 hours (14 hrs./month)  
Employees on a 56-hour workweek accrue as follows:  
After 1 year = 126 hours (10.5 hrs./month)  
After 5 years = 162 hours (13.5 hrs./month)  
After 10 years = 198 hours (16.5 hrs./month)  
After 15 years = 252 hours (21 hrs./month)

**Direct Deposit** Bi-weekly paychecks will be directly deposited to the bank of your choice.

**Holidays** The City observes 11 paid holidays per year as follows: New Year's Day, Martin Luther King, Jr. Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day, Floating Holiday (Can take Floating Holiday after probationary period).

**Deferred Comp.** Employees may make contributions through payroll deduction to a tax-deferred savings plan for retirement.