

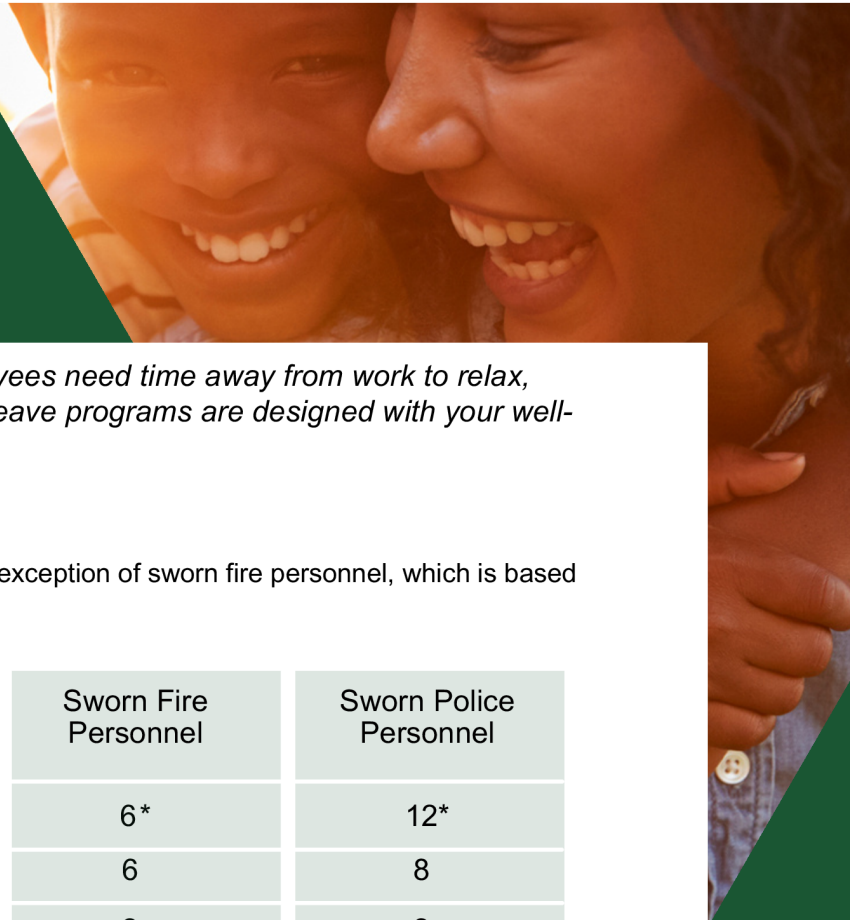


EMPLOYEE BENEFITS



TIME FOR YOURSELF

and your family



The City of Clayton recognizes that employees need time away from work to relax, recover, and re-energize. The City's paid leave programs are designed with your well-being in mind.

Annual Leave

All leave is based on 8-hour work days with the exception of sworn fire personnel, which is based on 24-hour work days.

	Full-Time Employees	Sworn Fire Personnel	Sworn Police Personnel
VACATION	12*	6*	12*
SICK	8	6	8
PERSONAL	2	2	2
HOLIDAYS	11	11**	11**
COMMUNITY SERVICE	1	1	1

**Increases based on years of service*

***May qualify for pay in lieu of time off*

Supplemental Leave

	Eligibility	Benefit
PARENTAL	Employed for at least 6-12 months	3 weeks paid leave for birth or adoption of child
	Employed for at least 12 months	6 weeks paid leave for birth or adoption of child
MILITARY	Eligible as of date of hire	Up to 120 hours paid leave for training and/or activation of employees in the uniformed services of United States. After 120 hours, the City will supplement an employee's military pay for up to 6 months for times of activation.

quality coverage for

YOUR HEALTH



Health

Semi-Monthly



Dental

Semi-Monthly



Vision

Semi-Monthly

Employee	\$32.68	\$0.00	\$2.59
Employee + Child(ren)	\$147.07	\$11.06	\$5.69
Employee + Spouse	\$171.58	\$8.81	\$5.32
Family	\$236.94	\$15.19	\$9.15

\$500 & **\$1,000**
*individual deductible** & *family deductible**

**When utilizing the employer funded Health Reimbursement Account.*



Health Insurance Opt-Out

Employees are eligible to receive between \$1,250-\$2,500 annually when opting out of the City's health insurance plan.



Flexible Spending Account & Section 125

A Section 125 tax benefit and Flexible Spending Account (FSA) are available to shelter from income tax the amount deducted for health insurance premiums, eligible health care expenses, and dependent care expenses. With an FSA, you can save approx. 20-25% in taxes on every dollar you put in for medical and/or dependent care expenses.



self-care for

PERSONAL GROWTH



Platinum Membership

Employees and family members are eligible for a complimentary platinum membership to the Center of Clayton and Shaw Park Pool. In addition, employees only may receive a complimentary membership to the Ballwin and Richmond Heights recreational centers.



Employee Assistance Program

The City pays for a confidential service that provides employees and eligible family members an extensive array of counseling and coaching services to help you thrive in life.



Tuition Reimbursement

The City offers a tuition reimbursement rate equivalent of 12 credit hours for either undergraduate or graduate studies and is indexed to reflect University of Missouri St. Louis rates. The reimbursement is available for courses that begin after the employee's first six (6) months of employment.

The City also partners with University College at Washington University to offer a 50% scholarship to all City employees.



Computer Loan Program

The City provides eligible employees with a no-interest loan to purchase or upgrade a personal home computer system or approved software, repayable through payroll deductions.

planning ahead for

YOUR FUTURE

Pension

Non-Uniformed Civilian Employees: Currently, a 3.0% contribution is required for Non-Uniformed employees. Employees are vested after five (5) years of service and there is a Normal Retirement Age of 60 years old. Early retirement is available at age 55 with 10 years of service. The benefit is equal to Final Average Salary multiplied by Years of Service multiplied by 1.5%.

Uniformed, Sworn Employees: Currently, a 5.0% contribution is required for Uniformed employees. Normal Retirement is Age 50 with 25 years of service, Age 55 with 10 years of service, or Age 65 with 5 years of service. The benefit formula used is Final Average Salary multiplied by 2% multiplied by Years of Service (max. 30 years).

Deferred Compensation

Employees may elect to participate in the MissionSquare and/or Nationwide pre-tax and post-tax retirement plans.

Life and AD&D

The City provides employees with life insurance in an amount equal to twice their annual salary, up to a maximum of \$200,000. Accidental death and dismemberment insurance (AD&D) is provided at no cost to the employee.

The City also offers employees the opportunity to purchase supplemental voluntary life insurance for themselves, spouses, and dependent children.

Long-Term Disability

Full-time positions are covered at 66.6% of base salary, up to a maximum of \$10,000 per month, subject to the provisions of the policy. The premium cost for this benefit is paid by the employee so that any benefit received will not be considered taxable income. The annual cost for this is 0.0039 times your annual base salary.

Missouri MOST 529 Program

Employees may elect to participate in this program designed to help save for education expenses.



additional benefits

FOR YOU



Transportation Benefit

The City participates in Metro's transit benefit program. Employees receive a 25% subsidy for the purchase of Metro passes, which are paid for on a pre-tax basis through payroll deduction.



LifeLock

The City offers a discount of at least 15% for employees who wish to enroll in LifeLock, a voluntary identity theft protection benefit.



Pet Insurance

The City offers proudly offers voluntary pet insurance to employees, providing peace of mind and financial support for their furry family members' healthcare needs.

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Apply today!

