



# EMPLOYEE BENEFITS

## City of Johns Creek Employee Benefits

This brochure is intended to provide an overview of the benefits available to eligible employees.

The City's benefits program has been designed to offer employees and their families peace of mind, not only in protecting against illness and the unexpected, but also to provide opportunities to build for the future.

Benefits represent a significant part of an employee's total compensation. The City manages the cost of benefits and offerings closely to provide good choices to employees and to use taxpayer funds wisely.



### Medical, Dental, Vision

Eligible employees may enroll in one of the City's medical, dental, and/or vision plans. The City pays a portion of the premium.

#### Medical

- Two choices: POS & HDHP/HSA
- Open access to specialists (no referral)
- Preventative care\*

#### Dental

- Two choices: Traditional & Value Plan
- Preventative services\*
- Basic services
- Major services
- Child Orthodontia

#### Vision

- Exams
- Frames
- Lenses
- Contact Lenses

\* In-Network

### Basic Life & Accidental Death & Dismemberment (AD&D)\*\*

The City provides eligible employees Basic Life insurance and AD&D:

- Life provides 3 times annual base pay up to \$500,000
- AD&D provides 4 times annual base pay up to \$500,000

Employees can also purchase Voluntary Life insurance up to \$300,000 or 5 times annual base pay:

- Rates based on age
- Guarantee issue up to \$150,000
- Purchase up to half that amount for spouse

\*\*Eligibility, coverage, and payment determined solely by carrier



### City of Johns Creek

11360 Lakefield Drive  
Johns Creek, Georgia 30097

Telephone: 678.512.3200  
Private Fax: 678.512.3276  
Email: HR@JohnsCreekGA.gov



## Short & Long-Term Disability

The City provides disability insurance as a salary supplement in the event of a fulltime employee's serious illness or injury at no cost to the employee.

### Short-Term Disability:

- 66.66% of weekly earnings to a maximum of \$2,000 per week
- Benefits begin on 15<sup>th</sup> day following illness or injury
- Benefits last up to 11 weeks
- Maternity is included

### Long-Term Disability:

- Covers 60% of monthly base pay to a maximum of \$5,000 per month
- Benefits begin on Day 91 following illness or injury
- Benefits last until the return to work or normal Social Security Retirement Age

## Flexible Spending Arrangements: Health FSA & Dependent Care (DCA)

Employees can contribute tax-free dollars to a Health FSA to be used for expenses not covered under the medical, dental, or vision plan or to the DCA for eligible child care, disabled spouse, and/or elderly parent care expenses.

- FSA Limits: \$2,700 annually
- DCA Limits: \$5,000 annually
- If enrolled in HDHP/HSA medical plan, only DCA permitted.

## Retirement

The City provides eligible employees with a 401(a) Plan and a 457 Plan for tax-deferred retirement savings.

Fulltime regular employees are eligible for the retirement savings on the first of the month following six months of continuous service. The City's contribution is funded during the annual budget process. Currently the City contributes 12% into the 401(a) and matches employee deferrals \$1:\$1 up to 5%. Funds from the City vest 20% per year (5-year vesting schedule) based upon the employee's date of hire for those hired after 01/01/2017.

## Other Benefits

### Holidays:

- 11 Holidays per year
- Holiday work pay for Public Safety

### Paid Time Off:

- Vacation & Sick Leave
- Accrues each pay period

### Employee Assistance Program:

- 24/7 telephone counseling
- Five face-to-face counseling sessions
- Covers employee and dependents

### Gym Membership Reimbursement:

- \$15/month

### Tuition Reimbursement

- Available for accredited programs
- Must be job-related (current/future role)
- \$2,500 maximum/fiscal year

## HR Team – [HR@johnscreekga.gov](mailto:HR@johnscreekga.gov)

<b>Mary Ann Haskins</b> HR & Support Services Director	(mobile) 678.630.0196 MaryAnn.Haskins@johnscreekga.gov
<b>Meena Babu</b> Senior HR Generalist	678.512.3353 Meena.Babu@johnscreekga.gov
<b>Mary Grace Vogel</b> HR Generalist	678.512.3275 Marygrace.Vogel@johnscreekga.gov
<b>Marshelle Jackson</b> Executive Assistant	678.512.3378 Marshelle.Jackson@johnscreekga.gov

City of Johns Creek Benefit Deductions: 01/01/2019 through 12/31/2019				
Health Plan Name	Coverage	EE Deduction (per pay)	ER Cost	Total Cost
BCBS POS - 2019	Employee	\$50.04	\$227.94	\$277.98
BCBS POS - 2019	Employee + Spouse	\$100.07	\$455.88	\$555.95
BCBS POS - 2019	Employee + Children	\$95.07	\$433.10	\$528.17
BCBS POS - 2019	Employee + Family	\$166.79	\$667.14	\$833.93
BCBS HSA HDHP - 2019*	Employee	\$18.32	\$210.72	\$229.04
BCBS HSA HDHP - 2019*	Employee + Spouse	\$59.55	\$398.53	\$458.08
BCBS HSA HDHP - 2019*	Employee + Children	\$56.58	\$378.60	\$435.18
BCBS HSA HDHP - 2019*	Employee + Family	\$99.63	\$587.49	\$687.12
<i>*\$1:\$1 Match up to \$1,000</i>				
BCBS Vision - 2019	Employee	\$0.69	\$2.75	\$3.43
BCBS Vision - 2019	Employee + Spouse	\$1.20	\$4.81	\$6.02
BCBS Vision - 2019	Employee + Children	\$1.30	\$5.22	\$6.53
BCBS Vision - 2019	Employee + Family	\$1.99	\$7.97	\$9.96
Guardian Dental Traditional 2019	Employee	\$4.37	\$17.49	\$21.86
Guardian Dental Traditional 2019	Employee + Spouse	\$9.67	\$38.67	\$48.34
Guardian Dental Traditional 2019	Employee + Children	\$10.93	\$43.73	\$54.66
Guardian Dental Traditional 2019	Employee + Family	\$13.95	\$55.81	\$69.76
Guardian Dental Value In-Network 2019	Employee	\$4.37	\$17.49	\$21.86
Guardian Dental Value In-Network 2019	Employee + Spouse	\$9.67	\$38.67	\$48.34
Guardian Dental Value In-Network 2019	Employee + Children	\$10.93	\$43.73	\$54.66
Guardian Dental Value In-Network 2019	Employee + Family	\$13.95	\$55.81	\$69.76