



# 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



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## Short & Long-Term Disability

The City provides disability insurance to fulltime employees as a salary supplement in the event of a 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: \$2,750 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

City of Johns Creek Benefit Deductions: 01/01/2021 through 12/31/2021				
Health Plan Name	Coverage	EE Pays*	City Pays	Total Cost
CIGNA POS - 2021	Employee	\$59.39	\$266.04	\$325.43
CIGNA POS - 2021	Employee + Spouse	\$118.78	\$532.08	\$650.86
CIGNA POS - 2021	Employee + Children	\$112.85	\$505.48	\$618.33
CIGNA POS - 2021	Employee + Family	\$195.26	\$781.04	\$976.30
CIGNA HSA HDHP - 2021*	Employee	\$21.45	\$246.68	\$268.14
CIGNA HSA HDHP - 2021*	Employee + Spouse	\$69.72	\$466.56	\$536.28
CIGNA HSA HDHP - 2021*	Employee + Children	\$66.23	\$443.24	\$509.47
CIGNA HSA HDHP - 2021*	Employee + Family	\$112.62	\$691.80	\$804.42
<i>*\$1:\$1 Match up to \$1,000</i>				
CIGNA Vision - 2021	Employee	\$0.70	\$2.78	\$3.48
CIGNA Vision - 2021	Employee + Spouse	\$1.22	\$4.88	\$6.10
CIGNA Vision - 2021	Employee + Children	\$1.32	\$5.29	\$6.61
CIGNA Vision - 2021	Employee + Family	\$2.02	\$8.07	\$10.09
Guardian Dental Traditional 2021	Employee	\$4.15	\$16.62	\$20.77
Guardian Dental Traditional 2021	Employee + Spouse	\$9.18	\$36.74	\$45.92
Guardian Dental Traditional 2021	Employee + Children	\$10.39	\$41.54	\$51.93
Guardian Dental Traditional 2021	Employee + Family	\$13.26	\$53.02	\$66.28
Guardian Dental Value In-Network 2021	Employee	\$4.15	\$16.62	\$20.77
Guardian Dental Value In-Network 2021	Employee + Spouse	\$9.18	\$36.74	\$45.92
Guardian Dental Value In-Network 2021	Employee + Children	\$10.39	\$41.54	\$51.93
Guardian Dental Value In-Network 2021	Employee + Family	\$13.26	\$53.02	\$66.28

*\* Per pay check*

## Questions?

Contact Human Resources at  
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