

SAFETY/LOSS CONTROL PROGRAM

Under the City's Loss Control Program, the Safety Committee plans activities, holds meetings, and conducts training to promote safety consciousness and the health and well being of all employees on and off the job.

BEREAVEMENT LEAVE

An employee may take up to five days of leave, with pay, as needed in the event of a death in the immediate family, as defined in the policy.

SICK LEAVE DONATION

Eligible employees can participate in a Sick Leave Donation Program aiding employees who have exhausted sick time and require more time off of work.

EMPLOYEE FITNESS PROGRAM

Full-time staff enjoys the benefit of participating in a program that rewards them up to one paid day off per year for staying active and living a healthy lifestyle.

DISCOUNTED FACILITY MEMBERSHIPS

City of Grain Valley employees enjoy free memberships to our exercise facility and Aquatic Center. Additionally, their family members receive significant discounts to these facilities.

OPTIONAL COVERAGE

Optional benefits can be obtained by all full-time employees. Additional coverage includes short term disability, personal accident, cancer, specified health and hospital protection insurance plans on a pre-tax basis.

WORKING BY CORE VALUES

City of Grain Valley employees are committed to providing a community that is a great place to live, work and play.



Grain Valley staff leads by the following core values in constant pursuit of excellence:

- COMMITMENT**
- COMMUNICATION**
- DIVERSITY**
- INNOVATION**
- INTEGRITY**
- PERSONAL RESPONSIBILITY**
- RESPECT**
- TEAMWORK**

EMPLOYEE BENEFITS BROCHURE



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This guide provides an overview of the comprehensive benefit package offered to all full-time employees of the City.

For more information, [contact](#) the City of Grain Valley Human Resources Department.

MEDICAL & PRESCRIPTION DRUG PLANS

The City offers two medical plans for which employees can choose: Qualified High Deductible Health Plan & Traditional PPO. The City covers 100% of employee premium costs & 50% of the remaining dependent premium for the base plan. All premium payments are deducted before taxes are assessed through the City's 125 Plan. Both plans feature many preventative treatments & cost-containment options.

DENTAL & VISION INSURANCE

The City provides a comprehensive dental & vision program to employees & their dependents. Preventative maintenance are also offered through both plans. Employee premiums are paid at 100% by the City; & 35% of the remaining premium for dependents is covered for offered dental plans.

LAGERS RETIREMENT

This plan is offered by the Missouri Local Government Employees Retirement System (LAGERS). Normal retirement age is 60 for general employees & 55 for police officers. Early retirement age is 55 for general employees & 50 for police officers. Vesting occurs after five years of service. A City retiree's benefit payment at retirement is based on several service factors. The City pays all contributions to the program.

DEFERRED COMPENSATION PLAN

Through payroll deduction, employees may participate in a supplemental savings/investment plan that defers federal & state income taxes on their contributions until retirement. With the Deferred Compensation Plans offered, contributions can be switched to other funds anytime; and employees may increase, decrease, stop & restart contributions without fees or penalties.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

The EAP is offered to help employees deal with personal problems that might adversely impact their job performance, health, & well-being. The EAP includes short-term counseling & referral services for employees & their household members. This service is at no cost to the employee or their family members, & is completely confidential.

HEALTH SAVINGS ACCOUNT (HSA)

A Health Savings Account is available to employees who choose the Qualified High Deductible Health Plan. The City contributes to this fund every month; & the funds are placed in an account that is the employee's to keep.

FLEXIBLE SPENDING ACCOUNT

By utilizing Section 125 of the Internal Revenue Code, participants pay for certain unreimbursed medical and dependent day care expenses with pre-tax dollars. In this way, gross pay is reduced, and taxes are decreased accordingly, resulting in greater take-home pay in most cases without any sacrifice in current benefits. The City pays all administrative costs.

LIFE INSURANCE

Full-time employees are covered by a term life insurance policy in the amount of \$50,000. Benefits are payable to the designated beneficiary. The premiums for this benefit are paid entirely by the City.

PAID TIME OFF

All full-time employees will be provided 12 days per year sick leave. Employees earn vacation time according to the following schedule:

- Less than 5 years of service 12 days
- 6 to 10 years of service 15 days
- 11 to 15 years of service 18 days
- 16 years or more of service 24 days

