

# Current Benefits Summary for Full-Time Regular Employees

## January 2025

Town of Jackson, Wyoming

(Due to administrative decisions and budgetary constraints, the benefit package may change from time to time)

### Insurance

#### **Medical - Health Savings Account (HSA) Health Plan**

- **Premium paid 100% by Town of Jackson**
- Town paid match to HSA:
  - Single – up to \$1350/Year
  - Family – up to \$2700/Year
- \$3,200 Deductible for Single, \$6,400 Family for in-network and non-network. Doesn't apply to preventive care
- IN-NETWORK Out of Pocket \$3,200/person \$6,400/family for
- NON-NETWORK Out of Pocket \$5,000/person \$10,000/family
- Prescription Discount Card: Paid 100% after deductible met
- Annual Wellness Benefit Separate from Deductible: Covered at 100% per person per year.
- Coverage begins the first of the next month
- Free access to Telehealth by UCM Digital, Healthcare Bluebook, Case Management, EAP and Maternity Program Services

\* The Plan has an individual imbedded deductible

#### **Vision Insurance Plan – VSP Providers**

- **Premium paid 100% by the Town of Jackson**
- One Exam per Year – 100% after \$10
- Contact Lenses – Covered up to \$130 unless lenses are special – then a \$25 copay.
- Frames – Covered up to \$150 plus 20% discount for featured brand name.

#### **Dental Insurance Plan**

- **Premium paid 100% by the Town of Jackson**
- Deductible – Single \$50, Family \$100
- 100% Preventative – 2 cleanings per year
- 80% of basic coverage
- 50% of major coverage
- Annual Maximum - \$1,500/year
- Coverage begins the first of the next month after hire

### ***Life Insurance***

- **Premium paid 100% by the Town of Jackson for \$35,000 policy to Age 65 for employee**
- **Premium paid 100% by the Town of Jackson for \$60,000 policy to Age 65 for sworn law enforcement employee**
- **Accidental Death Pays additional \$25,000**
- **Dependent Life Insurance**
  - Spouse: \$2,000 to Age 70
  - Child: \$1,000 to Age 19 (non full-time student) or 23 (fulltime student)

### ***Short Term Disability Insurance***

- **Premium paid 100% by the Town of Jackson**
- Non-Work related incidents
- Waiting Period – Accident/Sickness – 15 days
- Benefit Percentage – 66.67%
- Benefit Maximum - \$1,500 per week
- Maximum Duration – 6 months
- Pay begins on the 15<sup>th</sup> day

### ***Long Term Disability Insurance***

- **Premium paid 100% by the Town of Jackson**
- Non-Work related incidents
- Benefit Percentage – 66.67%
- 3% Cost of Living Adjustment
- Benefit Maximum - \$5,000 per month
- Own Occupation Limit – 2 Years

### Leave Time

#### ***Paid Time Off (PTO)***

- Hours placed in employee's accrual on July 1 to cover holidays, vacation and sick leave
- Less than 5 Yrs - 240 hours
- 5 yrs or more, or Executive Level Employee 296 hours
- Additional hours for longevity, 10, 20 or 40
- Depending on budget approval, option of 40hour buyout at end of fiscal year and separation from employment. No carryover of hours. Allowed to cash in equivalent number of PTO hours for hours worked on a holiday. PTO used does not count as hours worked.

### ***Sustainment Wages & Dependent Care Wages***

- Sustainment Wages can be drawn to provide full pay until eligibility for Short Term Disability Insurance is reached(11 days) after 24 hours of PTO are taken
- 80 hours available annually for Dependent Care after 24 hours of PTO are taken

***Military Leave*** – 112 hours each fiscal year

***Jury Duty*** – Leave with pay not to exceed 112 hours per fiscal year

***Emergency Service Leave*** – For service as Fire/EMT/Search & Rescue/Emergency Management – 250 hours each fiscal year

***Funeral Leave*** – 24-40 hours, travel dependent.

### ***Worker's Comp/Injury Leave***

- All employees employed in positions covered under the WY Worker's Compensation Act are eligible for benefits in accordance with the Act. First 3 days covered with pay if not covered by Worker's Comp.

### ***Wyoming Retirement System***

Public Employee Pension Plan:

Employee Contributes 2.55%  
Employer contributes 16.07%  
18.62% of gross wages  
Vested after 4 years

Law Enforcement Pension Plan:

Sworn Officers only  
Employee pays 6.537%  
Employer contributes 12.427%  
19% of gross wages  
Vested after 4 years

### ***Deferred Compensation (Employee Contributed Pre-Tax Investment Benefit)***

- Town provides up to \$1,000 annual match for either Wyoming Deferred Comp or ICMA Deferred Comp

### ***AFLAC or Standard Supplemental Insurance Automatic Payroll Deduction (Employee Contributed Pre-Tax Benefit)***

- Premiums paid by employee

### ***Water and Sewer Discount for Employees***

#### ***Connected to Town Water and Sewer***

- First 5,000 gallons free for Water and Sewer per month
- Free Base Charge for Water and Sewer  
\*taxable benefit

### ***Rec Center Membership for Employee & Spouse***

- Employee Discounted Rate - \$30/mo.
- Employee + Spouse Discount Rate - \$65/mo.
- No Family Discount

### ***College Credit Education Reimbursement (with budget appropriation)***

- 75% reimbursement for tuition & books with Grade of C or Higher for general courses or courses related to field of work
- 50% reimbursement for tuition & books with Grade of C or Higher for courses not related to field of work  
(Requires budget appropriation)

### ***Exercise/Fitness Gym Use***

- Access to exercise/fitness gym in basement of Town Hall for employee and spouse

### ***Ski Pass***

- Discounted Annual Pass
- Several Free Day Pass Vouchers  
\*taxable benefit

***Wash Bay Use*** – Free washing of personal vehicles

***Bus Pass Benefit*** - Town pays 50% of any bus pass