



2017 Benefits Overview

City of Athens Human Resources Department

Benefit	City Provided		Eligibility
Vacation FT employees hired prior to May 1, 2017 shall earn vacation leave as follows:	2,080 per Year Employees 0 through 10 years 11 through 20 years 21 years and over	Hours Per Year 120 160 200	After 6 mo. (Non-Civil Service) After 1 year (Civil Service)
	2,724 per Year Employees (Civil Service) 0 through 10 years 11 through 20 years 21 years and over	180 240 300	
Vacation FT employees hired after May 1, 2017 shall earn vacation leave as follows:	2,080 per Year Employees 0 through 4 years 5 through 10 years 11 through 20 years 21 years and over	Hours Per Year 80 120 160 200	After 6 mo. (Non-Civil Service) After 1 year (Civil Service)
	2,080 per Year Employees (Civil Service) 0 through 10 years 11 through 20 years 21 years and over	120 160 200	
Sick Leave FT employees hired prior to May 1, 2017 shall earn sick leave as follows:	Non-Civil Service Civil Service	Hours Per Year 120 180	After 6 mo. (Non-Civil Service) After 1 year (Civil Service)
	2,080 per Year Employees 0 through 4 years 5 years and over	Hours Per Year 80 120	
Sick Leave FT Employees hired after May 1, 2017 shall earn sick leave as follows:	2,080 per Year Employees (Civil Service) 2,724 per Year Employees (Civil Service)	120 180	After 6 mo. (Non-Civil Service) After 1 year (Civil Service)
	2,080 per Year Employees 0 through 4 years 5 years and over	Hours Per Year 80 120	
Sick Leave Buy-Back	2,080 Hour Per Year Employees may sell up to 24 hours 2,724 Hour Per Year Employees may sell up to 36 hours		Payment of this benefit will be made during the last pay period in November of each year
Holidays	12 paid holidays per year		As holidays occur
Longevity Pay	\$4 per month based on years of service with the City		After one year
Family Medical Leave	Use of accrued time with or without pay		After 12 months of service and 1250 hours worked in the preceding 12 months
Bereavement Leave	2,080 Hour employees, eligible for 24 hours per covered event 2,724 Hour employees, eligible for 36 hours per covered event		Immediately
Military Leave	15 days per fiscal year		Immediately
	City Provided	Employee Required	
Retirement TMRS	2 to 1 City match of Employee investment	Invest 7% of income	First pay period
	City Provided	Employee Voluntary	
Health Insurance Blue Cross Blue Shield	100% paid for Emp Only	For Dependents	First of the Month, Completion of 30 days
Dental Insurance Aetna	100% paid for Emp Only	For Dependents	First of the Month, Completion of 30 days
Life, AD&D and LTD Dearborn National	100% paid for Emp Only	Dependents not applicable; refer to voluntary life insurance below	First of the Month, Completion of 30 days
Vision Insurance Superior Vision	Not applicable	For Employees and Dependents	First of the Month, Completion of 30 days
	Employee Voluntary		
125 Cafeteria Plan AFLAC	Flexible spending account		First of the Month, Completion of 30 days
Retirement - 457 Plans Mass Mutual & AXA	Deferred compensation supplemental retirement plan		After enrollment, next available pay period
Life Insurance Dearborn National, Colonial Life	Voluntary life insurance for Employees and Dependents		First of the Month, Completion of 31 days
Supplemental Policies AFLAC	Supplemental policies including accident, critical care, cancer, short term disability, etc.		First of the Month, Completion of 30 days
Employee Assistance Program (EAP)	Assistance to Employees and Dependents for personal or performance related issues and concerns		Immediately