

**BENEFITS AT A GLANCE
2021**

Medical, Dental, Vision

Cigna is our health provider, MetLife of is our dental and vision provider. You don't have to choose all benefits. FPPA will pay 95% of cost for single coverage and half of the remaining dependent portion.

**Life Insurance/AD&D/
Voluntary Life/AD&D for
employee, spouse and
dependents /Long Term
Disability/ Voluntary Short
Term Disability**

Cigna is our life and voluntary short-term disability provider. Life Insurance and Accidental Death & Dismemberment at 2X's annual salary and long-term disability is 60% is paid for by FPPA. For employees with 5 years of service, PERA's disability pension would apply and the disability coverage will be supplemental.

Pension Plan

Public Employee Retirement Association. Defined Benefit plan. Employee pays 10% and FPPA pays 20.9%. After July 1st it will be 10.5% for employees and 20.95% for FPPA.

Survivor Benefits

Public Employee Retirement Association. If you are a PERA member with at least one year of earned service credit, your survivors may qualify to receive survivor benefits. Benefit amount depends on length of service and qualified survivor.

Deferred Compensation
*\$1,500 Match in one plan or
the other, not both.*

Fidelity 457 Plan. A tax deferred retirement vehicle. FPPA will match 50% of the employee's contribution up to \$1,500.

Public Employee Retirement Association/ING 401(k) Plan. A tax deferred retirement vehicle. FPPA will match 50% of the employee contribution up to \$1,500.

**Flexible Spending and Health
Savings Accounts**

Tax reduction plan for medical and dependent care expenses provided by WageWorks.

Education

Educational Assistance Program. FPPA will pay 100% of tuition and 50% books up to \$2,500 annually, as long as the course directly relates to some phase of the employee's present job assignment. Half of the payment will be made upon receipt of a

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statement showing that tuition has been paid. The balance will be paid when a statement has been received from the school showing that the employee, while still employed, successfully completed the course with a 'C' grade or better.

Job related certification courses will be reimbursed upon approval of division head.

Employee Assistance

Employee Assistance Program contracted with Cigna to provide services to you and your family members. We also offer all staff access to the IMPACT suite of apps to help you with your mindfulness and overall mental health.

Vacation

A new employee accumulates 1 day per month. After 2 years, accumulates 1 1/4 days per month. After 5 years, 1 1/2 days per month. After 10 years, 1 3/4 days per month. After 15 years, 2 days per month.

Sick Leave

An employee accumulates 8 hours per month to a maximum of 520 hours.

Holidays

11 nationally recognized: New Year's Day, Martin Luther King Jr. Day, President's Day, Juneteenth, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving and the Friday after, and Christmas Day.

Personal Holidays

2 floating holidays.