



BENEFITS PACKAGE

JULY 2015-JUNE 2016

BENEFIT PROGRAMS

- ✓ Safety Glasses program
- ✓ 100% paid premium on the HMO Health product, & Dental Insurance for all fulltime employees (60% dependent cost paid on Health 0% on Dental). PPO plans plan are available at an additional cost.
- ✓ Basic, AD&D & Supplemental Life Insurance
- ✓ Okla. Municipal Retirement Fund (OMRF)
- ✓ Police and Fire Pension
- ✓ Employee Assistance Program
- ✓ Tuition Reimbursement Program
- ✓ Section 125
- ✓ 457 Plan
- ✓ Optional Insurance

SAFETY GLASSES

- ✓ \$175.00 maximum paid by the City of Claremore
- ✓ 1 pair per employment year
- ✓ Employee must provide prescription
- ✓ All orders subject to Department Head approval

COMMUNITY CARE HEALTH INSURANCE HMO PLAN

- ✓ 100% premium paid for the HMO Product. PPO is available at an additional cost. (full-time employees are eligible)
- ✓ 60% for dependents for the Select product. Standard plan is available at an additional cost.
- ✓ HMO Co-pays PCP/Specialist \$35/\$45
- ✓ \$2000 deductible on HMO
- ✓ Prescription Co-pays \$10/\$35/\$60/\$150 specialty

DELTA DENTAL

- ✓ 100% paid monthly premium for full time employees.
- ✓ \$1,500 annual benefit max.
- ✓ \$50 out of network deductible per calendar year for Premier Network
- ✓ \$0 deductible for PPO Network.
- ✓ 3x Individual deductible for family
- ✓ In Network: Class I 100%, Class II 100%, & Class III 60%.

STANDARD BASIC & SUPPLEMENTAL LIFE INSURANCE

- ✓ City of Claremore purchases a \$25,000 Basic & AD&D on each fulltime employee
- ✓ Employee may purchase up to 5 times their annual salary in \$10,000 increments for Supplemental Life. Evidence of Insurability after \$200,000.
- ✓ Dependents coverage -\$.55 per pay period for \$5,000 on spouse and \$2,000 on each child.

OMRF

OKLAHOMA MUNICIPAL RETIREMENT FUND

- ✓ Non-Union Employee contributions are 2.25% of your annual wage
- ✓ Tax deferred
- ✓ Your contributions are always yours when you leave.
- ✓ Your account earns a guaranteed 6%.
- ✓ 7 year service vesting

TUITION REIMBURSEMENT

- ✓ 100% reimbursement
- ✓ Passing or Complete grade required
- ✓ Must be an approved job related course

Must have Dept. Head and Human Resource Director approval to get reimbursement.

COMMUNITY CARE EAP

- ✓ EAP is a benefit available to the employee and anyone living in their household.
- ✓ EAP is an objective resource available to assist in problem identification and resolution.
- ✓ EAP is confidential for all individuals that self-refer.

NATIONWIDE OR ICMA 457 PLAN

- ✓ \$20 min/month
- ✓ \$1000 max/month over age 50
- ✓ \$900 max/month under age 50
- ✓ You can change as many times as you like.
- ✓ Enroll anytime

AMERICAN FIDELITY

- ✓ Accident Plan
- ✓ Cancer Plan
- ✓ Intensive Care
- ✓ Personal Recovery- Heart Attack, Stroke, Coma, End-Stage
- ✓ Voluntary Indemnity Plan – Hospitalization
- ✓ Life Assurance

PREMIER CONSULTING PARTNERS

DASON GWARTNEY/LISA BARTON

- ✓PVCS – vision insurance
 - ✓Claims issues
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