

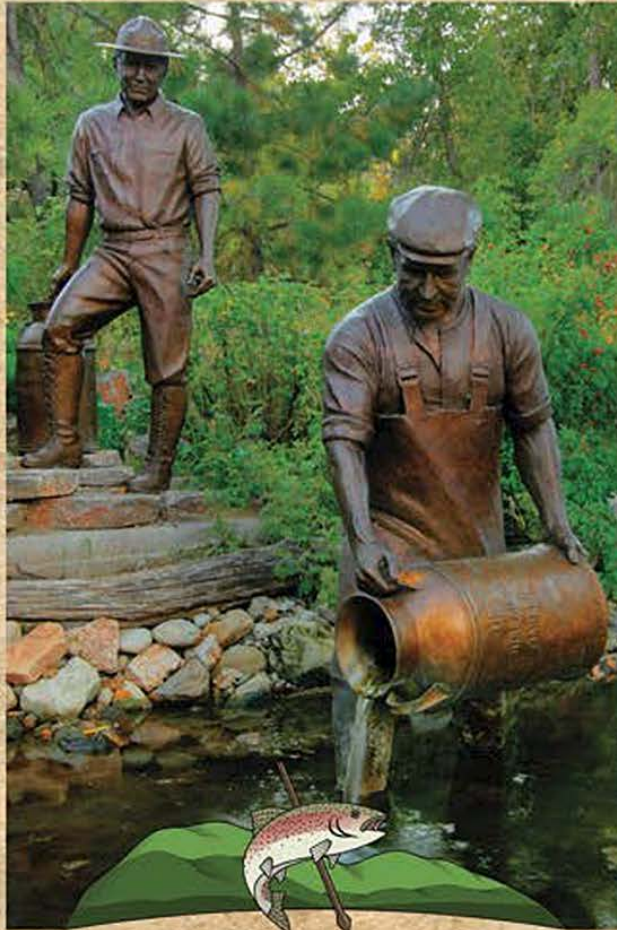
## Paid Leave

### Vacation Leave

Benefit-eligible employees begin accruing vacation leave immediately. Full-time employees accrue 3.08 hours of vacation leave each pay period. After 6 full and continuous years of employment, full-time employees accrue 4.62 hours of vacation leave each pay period. After 10 full and continuous years of employment, full-time employees accrue 6.15 hours of vacation leave each pay period. After 25 full and continuous years of employment, full-time employees accrue 7.70 hours of vacation leave each pay period. Part-time employees who work 20-30 hours per week will accrue a partial benefit. Employees may accrue up to 240 hours of vacation leave.

### Sick Leave

Benefit-eligible employees begin accruing sick leave immediately. Full-time employees accrue 3.69 hours of sick leave each pay period. After 2 full and continuous years of employment, full-time employees accrue 4.62 hours of sick leave each pay period. Part-time employees who work 20-30 hours per week will accrue a partial benefit. Employees may accrue an unlimited amount of sick leave.



# CITY OF SPEARFISH

EST. 1888

Human Resources Office  
Jodi Mathis, Human Resources

Director 625 N. 5th Street

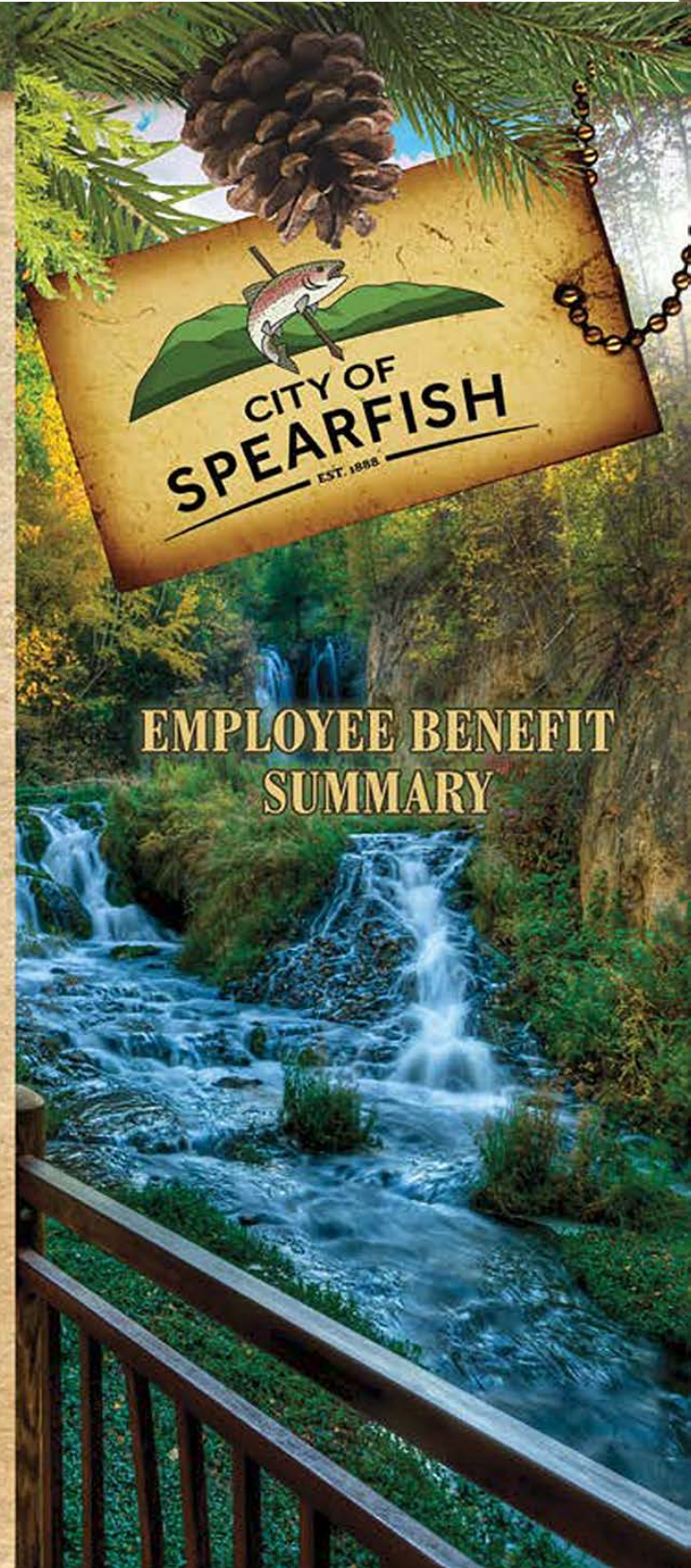
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## EMPLOYEE BENEFIT SUMMARY



## Group Insurance Benefits

### Health Insurance

The City of Spearfish obtains health insurance through the Health Pool of South Dakota, which is administered by Wellmark. Those covered by the City's health plan have in-network access to Wellmark's vast network.

The City will cover 100% of the HSA plan premium for an employee and 60% of the HSA dependent covered plan premium. If the employee chooses the traditional health plan, the same contributions applied to the HSA plan will be applied to the traditional plan. The following amounts represent the employee premium:

**Plan 1: HSA** (\$3,000/\$6,000 deductible)  
Employee: No cost to employee  
Employee + 1: \$500.82 monthly premium  
Employee + children: \$564.62 monthly premium  
Family: \$642.64 monthly premium  
Out of Pocket Maximum:  
\$3,000 employee / \$6,000 family  
Office Visit Copay: N/A  
Rx Copay: N/A

**Plan 2: Traditional Plan** (\$2,500/\$5,000 deductible)  
Employee: \$41.18 monthly premium  
Employee + 1: \$584.44 monthly premium  
Employee + children: \$649.16 monthly premium  
Family: \$753.26 monthly premium  
Out of Pocket Maximum:  
\$4,000 employee / \$8,000 family  
Coinsurance: 80%/20%  
Office Visit Copay: \$25; ER Copay: \$150  
Rx Copay: \$10/\$30/\$50 Drug Card: \$2,600/\$5,200

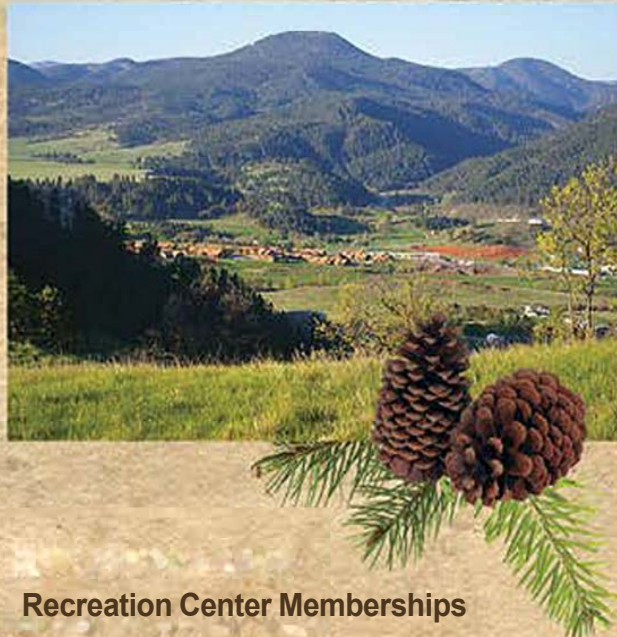
### Delta Dental

Employee: \$45.22 monthly premium  
Employee + 1: \$88.20 monthly premium  
Family: \$146.18 monthly premium

*Insurance benefits are effective the first of the month following 30 days of employment.*

### Vision Insurance

The City of Spearfish offers vision insurance through Optilegra. Employees are given the choice between 6 different plans with various benefits.



### Recreation Center Memberships

Employees receive a free membership to the Spearfish Recreation Center.

### Life Insurance

Each benefit-eligible employee receives a \$10,000 term life and accidental death and dismemberment policy.

### Loan for Post-Secondary Education

All regular full-time employees who have completed their in-training period, are eligible to receive a \$2,000 loan from the City of Spearfish, repayable with a 1% interest rate. The loan must be for an educational program at an accredited educational institution.

## Retirement Plan

South Dakota Retirement System (SDRS) is a 401(a) defined benefit pension plan that provides retirement, survivor, and disability benefits for South Dakota public employees. Full-time employees along with part-time employees who work 20 hours or more per week will participate in SDRS immediately upon hire. Employee's required contributions are based on SDRS regulations. Class B employees (public safety employees) contribute 8% of their gross salary and Class A employees contribute 6% of their gross salary, with the City of Spearfish matching the employee's contributions.

## Paid Holidays

New Year's Day  
Martin Luther King Jr. Day  
Presidents' Day  
Memorial Day  
Juneteenth Day  
Independence Day  
Labor Day  
Native American Day  
Veterans Day  
Thanksgiving Day  
Day after Thanksgiving  
Christmas Day

