



Benefits Summary for 2024

Healthcare and Prescription Coverage - BlueCross and BlueShield of Louisiana

Preferred CA-A Plan 1: Employee Only (cost to employee \$2/month) Cost for this plan is \$693.65
Emp + sp--- ee cost \$485.56/ city pays \$901.75/ total cost \$1387.31
Emp + ch(ren)-- ee cost \$449.14/ city pays \$834.12/ total cost \$1283.26
Family--- ee cost **\$691.92/** City pays \$1284.99// total cost \$1976.91

PPO Preferred Plan 2: Employee Only (cost to employee \$2/month) Cost for this plan is \$594.36
Emp + sp --- ee cost \$286.96/ city pays \$901.75/ total cost \$1188.71
Emp + ch(ren) ee cost \$265.44/ city pays \$834.12/ total cost \$1,099.56
Family ee cost 408.93/ city pays \$1284.99/ total cost \$1,693.92

HUMANA retirees only: \$256.21

Dental - MetLife Premiums: Employee Only (Coverage is at no cost to employee) City pays **\$34.04**.
Family (cost to employee \$54.49) Cost \$108.98. City pays (50%) \$54.49

Life/AD&D - MetLife

- Basic Life Insurance: \$25,000 Life and \$25,000 AD&D. No cost to employee.
- Supplemental Term Life Insurance for Employee, Spouse and Child Coverage. Employee pays all cost.
- AT RETIREMENT
 - Value drops to \$10,000 for age 64 and under \$4.76
 - Age 65 to 69 \$6500 \$3.09
 - Age 70 and above \$5,000 \$2.38

Short Term and Long Term Disability - Lincoln Financial Group

Long Term Disability - Coverage is at no cost to employee.

These benefits replace a portion of pre-disability earnings less the income you may receive from other sources. Employee pays Short Term Disability cost.

Vision - VSP - Monthly rates for employee:

- **Employee Only: \$6.85**
- **Employee + Spouse \$13.25**
- **Employee + Child(ren): \$12.32**
- **Employee + Family: \$18.72**

Employee Assistance Program (EAP) - Hidalgo Health Associates offers at no cost to our employees and their families a program that provides voluntary, confidential, and professional assistance to help resolve problems that affect their personal lives or performance on the job. 1-800-448-4470

Retirement Plans - Mandatory participation. Rates for July 1, 2023 to June 30, 2024:

- Municipal Employees Retirement System (MERS) - The City contributes 29.5% (employee contributes 10%).
- Municipal Police Employees Retirement System (MPERS) - The City contributes 33.50% (employee contributes 10.00%).

Deferred Compensation (457) is available. For specific questions or more information contact *Shawn Harrison @ CoSource Financial Group LLC*, PH# 337-258-8754, or email sph@cosourcefinancial.com.

AFLAC Group - Available to all benefit-eligible employees. **Ashley Naquin** - ashley_naquin@us.aflac.com, 1356 West Tunnel Blvd. Suite A, Houma, LA 70360. Cell- 985.709.2416.

ALL BENEFITS become **EFFECTIVE on the 1ST of the MONTH** following hire date with **the EXCEPTION of AFLAC** which becomes **EFFECTIVE on the 1ST of the MONTH AFTER 30 DAYS of HIRE DATE**.