



Benefits Summary for 2022

Healthcare and Prescription Coverage - BlueCross and BlueShield of Louisiana

Premiums PPO Plan 1: Employee Only (cost to employee .29%) City pays (99.71%)
Family (cost to employee 39.26%) City Pays (60.74%)

Premiums PPO Plan 2: Employee Only (cost to employee .33%) City pays (99.67%)
Family (cost to employee 39.26%) City Pays (60.74%)

Dental – MetLife Premiums: Employee Only Coverage is at no cost to employee. City pays (100%)
Family Coverage – Employee pays (50%) City pays (50%).

Life/AD&D – MetLife

- Basic Life Insurance: \$20,000 Life and \$20,000 AD&D. City pays (100%)
- Supplemental Term Life Insurance for Employee, Spouse and Child Coverage. Employee pays all cost.

Short Term and Long Term Disability – Lincoln Financial Group

Long Term Disability for Employee – 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 – STANDARD Eyemed - Monthly rates paid by employee:

- Employee Only
- Employee + Spouse
- Employee + Child(ren)
- Employee + Family:
-

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, 2022 to June 30, 2023:

- Municipal Employees Retirement System (MERS) - The City contributes 27.75% (employee contributes 10%).
- Municipal Police Employees Retirement System (MPERS) – The City contributes 31.25% (employee contributes 10.00%).

Nationwide Deferred Compensation (457) – Optional plan available to employees. (Employee contributes 100%)

AFLAC Group or Individual Plan – Available to all benefit-eligible employees. (Employee pays 100%)

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.**