

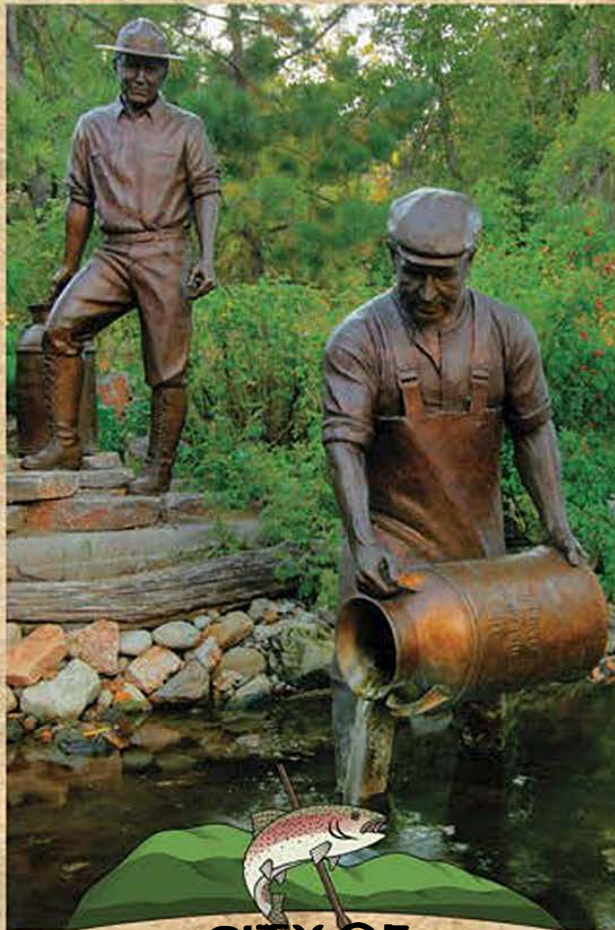
## Paid Leave

## 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

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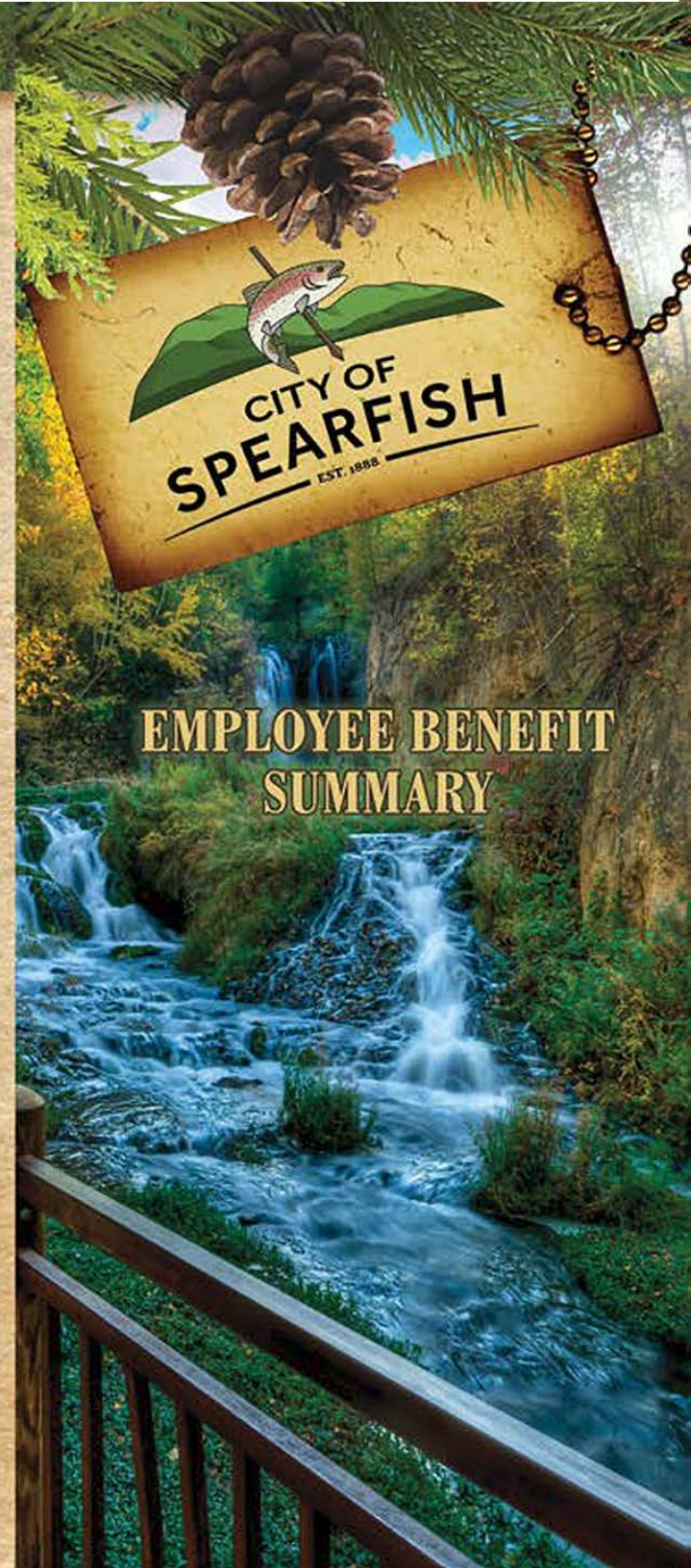
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**EMPLOYEE BENEFIT  
SUMMARY**



## 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.

**Plan 1: HSA** (\$3,000/\$6,000 deductible)  
Employee: No cost to employee  
Employee + 1: \$477.02 monthly premium  
Employee + children: \$537.80 monthly premium  
Family: \$612.10 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: \$39.22 monthly premium  
Employee + 1: \$556.66 monthly premium  
Employee + children: \$618.32 monthly premium  
Family: \$717.46 monthly premium  
Out of Pocket Maximum:  
\$4,000 employee / \$8,000 family  
Office Visit Copay: \$25; ER Copay: \$150  
Rx Copay: \$10/\$30/\$50 Drug Card: \$2,600/\$5,200

### Life Insurance

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

### Delta Dental

Employee: \$43.06 monthly premium  
Employee + 1: \$84.00 monthly premium  
Family: \$139.32 monthly premium

### Vision Insurance

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

*Insurance benefits are effective the first of the month following 30 days of benefit-eligible employment. Premiums may be pre-tax deductions.*

## Recreation Center Memberships

Employees receive a free membership to the Spearfish Recreation Center.



## 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. Employees' 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 employees' contributions.

## Paid Holidays

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



## Loan for Post-Secondary Education

All regular full-time employees are eligible to receive a \$2,000 loan from the City of Spearfish, repayable with a 1 percent interest rate, for an educational program in an associates, baccalaureate, or postgraduate degree program of an accredited educational institution, a program granting college credit that is transferable to one of the South Dakota state universities, or job-related vocational/technical training.