CITY OF CHUBBUCK

PERSONAL BENEFITS - OVERVIEW

The City recognizes the personal concern that employees may have for themselves and their dependents regarding medical, dental and vision expenses, disability income, life insurance, and behavioral counseling. While each of these areas may not be included in the available benefits, it is the policy of the City to provide eligible employees with a benefits package within the budgetary limitations approved by the City Council.

The City periodically reviews benefit programs to provide reasonable benefits at a reasonable cost to both employees and the City. With approval of the City Council, the Mayor may continue, change or eliminate insurance or other benefits in accordance with existing laws.

Approved benefits include:

- Paid Time Off – Based on years of service. New hires start at 160 hours per year, earned proportionately at each bi-weekly pay period.
- PERSI - Pension benefit vested at 5 years of service and an available employee funded 401K
- Health Plan – Single plan offered with plan design eligible for a Health Savings Account. $3,300 individual deductible / $6,600 family deductible, $5,000 individual / $10,000 family out of pocket limit
- Health Savings Account - Annual contribution from the City of $1,500 per eligible employee paid bi-weekly for time employed. A portion of the City contribution to the HSA may be contingent upon the employee's participation in a wellness program.
- Tele-medicine
- Gym Membership Plan
- Dental Plan
- Vision Plan
- Life Insurance and Long Term Disability Plan
- Employee Behavioral Health Program

As of 10/01/2025, the City of Chubbuck pays 100% of the premium for the employee, spouse and eligible dependents for the health plan, dental plan, vision plan and a life insurance plan. The City also pays the premium for long term disability insurance (60% of income for two years). Full-time employees pay no premiums for these benefits.

Additional benefits may be available for purchase. Examples are additional life insurance, extended long term disability and certain AFLAC plans.

Eligible to apply for benefits are full-time regular employees, the Mayor, City Council Members, and part-time exempt salaried employees working at least 15 hours per week. Coverage is also offered to spouses and eligible dependents of these groups. Hourly part-time employees are not eligible for benefits unless regularly scheduled for 30 or more hours per week.

Enrollment in benefits is available at hire, during annual open enrollment or immediately subsequent to a qualifying life event such as a change in marital status. Benefits eligibility may include a waiting period before eligibility begins. Please contact Human Resources for details regarding insurance benefits.

Employees should keep benefit information such as dependents and beneficiaries current. Contact Human Resources with any changes that could impact your available benefits.