

City of Dayton
Summary of Executive Benefits
As of January 1, 2020

Health Insurance	The City offers a High Deductible Health Plan with a deductible of \$2,100 for single coverage and \$4,200 for family. The City funds 71% of the deductible with a Health Reimbursement Account or Health Savings Account. New employees are placed in the HRA. After the deductible is satisfied, there are \$20 co-pays for office visits, \$200 co-pays for emergency room visits and prescriptions co-pays of \$10, \$20 or \$30. Other covered hospital and laboratory expenses are paid at 100% after the deductible is satisfied. Employees pay \$70 per month for single coverage and \$200 per month for family coverage.
Dental Insurance	City pays the full premium for coverage with Superior Dental Care.
Basic Life and AD&D	\$25,000 basic life and \$25,000 AD&D.
Optional Life	Employees may purchase from \$10,000 to \$500,000, (in \$10,000 increments) subject to a maximum of 5 times salary. The plan has a \$250,000 guarantee issue provision. An optional spouse and child life is available with the purchase of employee optional life.
Long Term Disability	Employees may purchase at group rate. Two plans are available which pays 60% salary continuation up to \$5,000 per month in the event of disability with benefits beginning either 90 or 180 days after incapacitation.
Retirement Plan	Covered under the Ohio Public Employees Retirement Fund. Employees contribute 10% of earnings and the City contributes 14%.
Deferred Compensation	Employees can contribute to a tax deferred 457 retirement plan. Two plan options are available, Ohio Deferred Compensation Plan and ICMA Retirement Corporation.
Executive Optional Benefits	Employees receive \$4,447 per year that may be used at the employee's discretion for expenses associated with use of a city/personal car for City business (\$100/mo), family life insurance, tax and legal services, educational services, an Individual Retirement Account (IRA), medical services, purchase of prior service credits with retirement system, deferred compensation. The amount is pro-rated during the first year as an executive.

Time Off 10 holidays per year, 20 days of vacation per year. First year is pro-rated (1 2/3 days per complete month of service). Sick leave is granted at the City Manager's discretion.

Free Parking Employee receives free parking at City Hall.

Benefits contained herein are subject to change.