

Who we are

Westminster, Colorado is an extraordinary community with an honored past and an even more promising future. Our employees serve with a purpose and embrace our SPIRIT values of Service, Pride, Integrity, Responsibility, Innovation and Teamwork.

We are known as a caring, team-oriented working environment with a commitment to excellence. Innovation and creativity are encouraged, where visionary people who want to see their projects and programs implemented thrive. Westminster's work culture encourages passionate, positive and enthusiastic employees.

Our mission is clear: We deliver exceptional value and quality of life to our citizens. We look forward to you joining our team!

Additional questions can be addressed by contacting Human Resources staff.

Contact Us

City of Westminster

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WESTMINSTER



WESTMINSTER

Your Total Rewards Benefits Summary Administrative Officer *and* Exempt Positions



CITY OF WESTMINSTER

Apply yourself.....and everyone benefits

Introduction

Welcome to Westminster’s 2017 Total Rewards Summary. Our goal is to highlight the innovative, comprehensive and valuable rewards you are eligible for as a Westminster benefited employee.

The City of Westminster is a high-performing organization, and one that continues to invest in its employees. We have a high standard for everything we do, and this is echoed in our Total Compensation approach. We provide an exceptional compensation and benefits package, along with a dynamic training program and quality work environment.

In return, the City proudly offers total rewards that give you the opportunity to maximize success in four key areas:

- Your Total Health
- Your Total Finances
- Your Total Career
- Your Total Life Balance

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Your Total Career

Employee Development/Training and Tuition Reimbursement

The City strives to be a learning organization and our initiatives support a culture that encourages continuous learning, enhanced performance and career development. The training and development program champions the City’s Mission, SPIRIT values and strategic plan by providing employees with over 150 in-house training opportunities and job specific training programs. Leadership Development, a Supervisor Academy and Manager/Executive Development programs are foundational to the culture of our organization.

The Tuition Reimbursement Program provides reimbursement for a portion of the tuition and fees for successful completion of an approved education or training program after one-year of employment and at 50% of tuition and fees to a maximum of \$1250 per year.

Your Total Life Balance

General Leave

This leave bank allows employees to be paid while taking time away from work as approved and allows employees the ability to maximize work/life balance needs. General leave may be used for vacation, illness, off-the-job injury, medical appointments, personal business, child care and family emergencies or for valid absences. Accrual rates are based on years of service and FTE. Complete details, including a schedule for rate of accrual can be found on the City’s internet or Personnel Policies and Rules handbook. Administrative Officer and Exempt employees receive **administrative leave**, which is in addition to general leave.

Your Total Finances

Flex Spending Accounts

Dependent Care: employees may designate up to \$5,000 pre-tax dollars per year for qualified child or elder care expenses

Health Care: employees may designate up to \$2,600 pre-tax dollars per year for qualified medical, dental or vision expenses.

Long Term Care Insurance

Long Term Care options and discounts are available for you or your extended family. Premiums are paid by the employee.

Credit Union

All employees are eligible to join the Westminster Federal Credit Union. Additional details are available from the Credit Union Office at (303) 427-6466.

College Invest

Employees are able to set aside funds for higher educational opportunities. Account earnings grow tax-deferred and can be deducted from your Colorado state income tax.



Your Total Health

Health and Dental Insurance

The City offers health benefit packages through Aetna or Kaiser Permanente along with a Delta Dental insurance plan. Employees have the opportunity to enroll themselves and dependents in one of the group insurance options and the City pays the majority of the premium cost. Premiums are pre-taxed. Plan design comparisons and premium rates are available from Human Resources – Benefits.

Employees who are in a same-sex partnership and have entered into a legal civil union in Colorado have the option of adding a partner and dependents to our health insurance plan. Please contact Human Resources – Benefits Division for more information.

Compass

This resource provides employees on the Aetna plan customized assistance and tools to navigate through the healthcare system. Your Health Pro Consultant helps you to compare costs, find a doctor and reconcile bills after a service or procedure.

Empathia - Employee Assistance Program

This 24 hours a day resource provides you and your immediate family confidential counseling, work life resources, and user friendly online and mobile application services.

Optional Vision and Long Term Care Insurance

Employees have the opportunity to purchase vision plan coverage and long term care coverage. Full premium costs are paid by the employee.

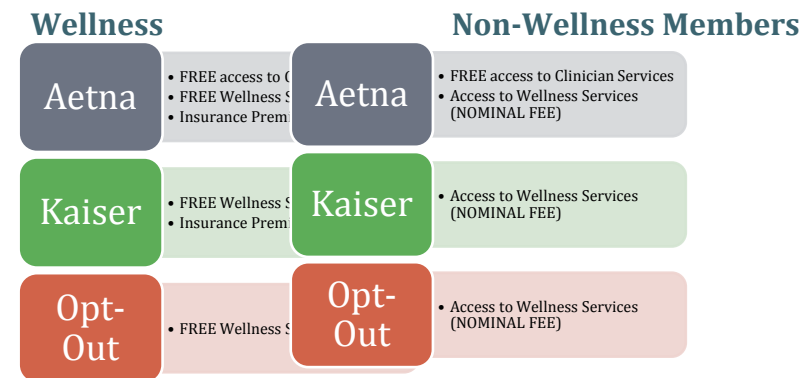
Your Total Health

Wellness Program

City employees who are members of the wellness program and are non-smokers will receive a \$10, \$20, or \$30 per month reduction in their insurance premium. Other benefits include use of recreation centers at no cost to the employee and at a reduced cost to family members, free or reduced cost health screenings, and educational programs. All benefited employees joining the wellness program must complete an annual Health Risk Assessment (HRA), blood/lipid profile and consultation with a clinician at The Center for Healthy Living, our employee health clinic.

The Center for Healthy Living

“The Center” is a valuable addition to the City’s Wellness Program and supports our culture of well-being with a holistic approach to health. Employees and their dependents covered under the Aetna health insurance plan can visit the clinic for free, during work hours, and with no time wasted in a waiting room. Generic, non-narcotic medications are dispensed at the clinic at no cost and employees can work with a dedicated health care provider to monitor health and well-being.



Your Total Finances

Pension, Retirement, Life and Disability

Benefited employees at the City participate in a **pension plan** in lieu of Social Security. The minimum employee contribution is 10% of annual salary. After an employee reaches 22 months of employment with the City, the City contribution of 10.25% of salary begins. Employees are vested day one of employment. Firefighters are covered under a defined benefit with FPPA.

A 457(b) **deferred compensation plan**, administered by Empower Retirement, is available to all benefited employees on a voluntary basis. Employees may contribute into the 457(b) plan on a pre-tax and/or after-tax (Roth) basis.

The City pays the full premium **for life insurance coverage** equal to one and one-half times an employee’s annual salary, **long term disability** at 60% of employee’s monthly salary to a maximum of \$12,000/month, and **survivors’ benefits** payable at 20-60% of employee’s base salary. Employees may also purchase additional life insurance for themselves or their spouses up to \$250,000. Firefighters are covered under FPPA for Long-Term Disability and Survivors benefits.

Retirement Medical Savings Account (RMSA)

A maximum of 25% of the mandatory and city contributions may be placed in a 401(h) account. This is a pre-tax benefit that remains non-taxable when used for qualified medical expense reimbursements after employment with the City.