



## City and Borough of Sitka Benefits Summary

1. **Vacation:**
  - Years 1-3 - 13 days
  - Years 4-7 - 19 days
  - Years 8+ - 25 days
  - May be taken after 6 months of permanent employment.
  - Paid out at termination or retirement.
  - 480 hours maximum accrual at end of fiscal year.
  - Twice per year, hours over 120 may be cashed out.
2. **Holidays:** Nine (9) per calendar year.
3. **Floating Holidays:** 20 hours (Issued on anniversary date the first year and on 7/1 thereafter)
4. **Sick Leave:**
  - Twelve (12) hours per month (1-2 days).
  - 720 hours maximum accrual.
  - Payoff of \$1.00 per unused hour at termination or retirement.
  - May convert maximum of 40 hours of sick leave to vacation each calendar year.
5. **Retirement:**
  - **State of Alaska Public Employee Retirement System (PERS).**

All new employees who first become members on or after July 1, 2006, will be enrolled in either the Public Employees' Retirement System (PERS) Tier IV or Teachers' Retirement System (TRS) Tier III, Defined Contribution Retirement (DCR) Plan.

For Tier IV employees, both the member and employer (5% matching) contributions go into the member's account each pay period. Member is immediately vested in the balance of the member contributions. Member is not 100 percent vested in the employer contributions until five years of service is accrued. Listed below are the vesting requirements for the employer contributions:

    - At two years of service the member is 25 percent vested in the employer contributions.
    - At three years of service the member is 50 percent vested in the employer contributions.
    - At four years of service the member is 75 percent vested in the employer contributions.
    - At five years of service the member is 100 percent vested in the employer contributions.
  - **State of Alaska Supplemental Benefit System (SBS)**

State plan to replace Social Security. 6.13% of gross before taxes matched by employer and is set up in an annuity account. Other life insurance may be purchased under this plan; cost varies per plan and is deducted before taxes.
  - **FICA**

Employees hired after April 1, 1986, must participate in the Medicare portion of social security, 1.45% of gross matched by the employer.

6. **Health:** **Premera Blue Cross Blue Shield Alaska**  
Employer pays 90%; employee pays 10% of monthly premium.  
\$1,000 Calendar Year deductible per enrollee, \$3,000 per family.  
\$75 Emergency Room deductible (waived if admitted or accidental injury)  
\$30 Office Visit  
\$50 Dental deductible pays 80% on basic service.  
Free Dental Cleaning and exams  
Vision – 1 free exam per calendar year; \$300 hardware every two years

**Police Department union employees have 100% paid health insurance.**

7. **Life Insurance:** **US Able Life**  
\$2,000 Life, \$5,000 of AD & D  
**Additional life insurance may be purchased, 100% employee paid.**

8. **Employee Assistance Program:** Seven providers of City and Borough EAP services are available in Sitka.

Additional benefits available – 100% employee paid; no employer contributions:

9. **Deferred Compensation:** **Empower Retirement, Waddell & Reed, ICMA – 457 Plans**
10. **Supplemental Insurance:** **State of Alaska Retirement and Benefits; American Fidelity**  
Supplemental life insurance  
Accident  
Disability  
Supplemental Critical  
Flexible Spending Account (Section 125 Plan) (American Fidelity)