

EMPLOYEE BENEFITS SUMMARY

2023

CITY OF ALPHARETTA, GA

2 Park Plaza – Alpharetta, GA 30009

www.alpharetta.ga.us



Full-Time Employees

Regular Full-Time employees working 30+ hours per week.

Medical, Dental and Vision

Medical: 2 High Deductible Health Plan (HDHP) options (HRA and HSA) with lower monthly costs. **Dental:** no deductibles. Coverage includes preventive, basic, major restorative, and child orthodontia. **Vision:** eye care and eyewear (contacts, lenses and frames). Laser correction procedures. **FSA:** Medical and dependent care.

Retirement Health

Medical Coverage: retirees (age 55+ and 10+ yrs. of service) may continue individual coverage up until Medicare eligibility at age 65. **Medical Reimbursement:** retirees (age 55+ and 15+ yrs. of service) receive a monthly reimbursement benefit as periodically determined by the Pension Board of Trustees.

Retirement

Defined Contributions 401(a): City contributes 10% of employee’s annual base pay. Vested benefit accrued at 20% a year, with full vesting after 5 years of service. **Deferred Compensation (457) and Matching Contributions:** employees may elect to participate at any time. After 1 year of continuous employment, City matches employee’s contributions, dollar for dollar, up to 5% of pay.

Georgia College Savings (529)

Employees can opt to participate in this state-sponsored, tax-advantaged college savings plan.

Tuition Reimbursement

After 1 year of employment, employees may receive tuition reimbursement at a rate equivalent to 15 credit hours at Georgia State University. Reimbursement is based on prior approval, course grades, and annual program funding.

Benefits are subject to change at any time and based upon funding and approval by City Council. Eligibility, coverage, exclusions and limitations may apply. For specific information please refer to the [City’s Employee Health Benefits Summary](#), [Employee Handbook](#), or contact Finance Department - Benefits Division.

Paid Holidays

10 City Holidays and 1 Personal Holiday

Parental Leave

2 paid weeks of leave for birthmother and birthfather for birth and/or adoption.

Employee Assistance Program (EAP)

24/7 assistance. 6 confidential counseling sessions per issue for employee and/or family member.

Group Term Life Insurance and AD&D

Employee: 3.5 x annual base pay up to annual maximum. Spouse: \$5,000. Child: \$2,500. Premiums paid 100% by the City.

Disability Insurance

Short-Term Disability: 66.67% of base pay after 14 days of disability. **Long-Term Disability:** 60% of base pay after 26 weeks of disability. Premiums paid 100% by the City.

Paid Time Off (PTO)

PTO is provided for rest, recreation, illness and family needs. Hours are accrued bi-weekly.

Years of Service	Annual PTO Amount
0.0 - 1.0 yrs.	12 days
1.1 - 5.0 yrs.	18 days
5.1 - 10.0 yrs.	24 days
10.1 + yrs.	27 days

Additional Amazing Benefits

- EMPLOYER OF CHOICE. Great work atmosphere.
- 100% discount on [City Recreation & Arts Programs](#)
- FREE Wellness Program and Annual Flu Shots
- Employee Recognition and Service Awards
- Bereavement Leave
- PTO Sell Back Days

Part-Time Employees

Regular Part-Time employees working between 20-29 hours per week.

Retirement

Deferred Compensation (457) and **Matching Contributions:** employees may elect to participate at any time. Upon completion of 3 years of continuous employment, the City will match employee’s contributions, dollar for dollar, up to 5% of pay.

Paid Holidays

10 City Holidays and 1 Personal Holiday

Parental Leave

2 paid weeks of leave for birthmother and birthfather for birth and/or adoption.

Tuition Reimbursement

After 1 year of employment, employees may receive tuition reimbursement at a rate equivalent to 6 credit hours at Georgia State University. Reimbursement is based on prior approval, course grades, and annual program funding.

Employee Assistance Program (EAP)

24/7 assistance. 6 confidential counseling sessions per issue for employee and/or family member.

Paid Time Off (PTO)

PTO is provided for rest, recreation, illness and family needs. Hours are accrued on the first day of each month.

Years of Service	Annual PTO Amount
0.0 - 1.0 yrs.	6 days
1.1 - 5.0 yrs.	9 days
5.1 - 10.0 yrs.	12 days
10.1 + yrs.	13.5 days

Additional Amazing Benefits

- EMPLOYER OF CHOICE. Great work atmosphere.
- 100% discount on [City Recreation & Arts Programs](#)
- FREE Wellness Program and Annual Flu Shots
- Direct Deposit
- Employee Recognition and Service Awards
- Bereavement Leave
- PTO Sell Back Days

Benefits are subject to change at any time and based upon funding and approval by City Council through the annual budget process. Eligibility, coverage, exclusions and limitations may apply. For specific information please contact Finance Department - Benefits Division.