



**CITY OF KINGMAN BENEFITS  
SUMMARY EFFECTIVE JULY 1, 2019  
www.cityofkingman.gov**

**EMPLOYEE:**

Contributes to Federal Tax	10 - 37% of earnings		
Contributes to State Tax	0.8 –5.1% of earnings		
Contributes to FICA/ Medicare:			
Social Security	6.20% of earnings		
Medicare (Exempt- Post 1986 Fire)	1.45% of earnings		
Contributes to Qualified Pension:			
Regular Employee (AZ State Retirement)	11.94% of earnings		
Contributes to AZ State Retirement Long Term Disability	0.17% of earnings		
Fire (AZ Public Safety Retirement)-Tiered	7.65 – 11.65% of earnings		
Police Employee (AZ Public Safety Retirement)-Tiered	7.65 - 11.65% of earnings		
Contributes to Single Medical/Dental/Vision	\$47.50 EPO/ \$20.00 HDHP/ppd		
Group Employee Life & AD&D Insurance \$40,000	\$0.00 Employer paid		
Contributes to Family Medical/Dental/vision –per pay period	EPO	\$190.50	HDHP \$110.00
Dental		\$8.50	\$ 8.50
Vision		\$1.40	\$ 1.40
Group Employee Life & AD&D Ins \$40,000		\$ 0.00	\$ 0.00
Group Life/AD&D (\$10,000/Spouse; \$5,000/Dep Child(ren)		<u>\$ 0.00</u>	<u>\$ 0.00</u>
		\$200.40	\$119.90

**CITY OF KINGMAN:**

Contributes to FICA/Medicare:			
Regular Employee	7.65% of earnings		
Fire Fighter Employee (Post 1986) Medicare	1.45% of earnings		
Contributes to Qualified Pension:			
ASRS Employee	11.94% of earnings		
Contributes to ASRS Long Term Disability	0.17% of earnings		
Fire Fighter Employee	50.12-54.27% of earnings		
Police Officer Employee	45.50-48.09% of earnings		
Contributes for Industrial Insurance (average per employee)	\$333.00 quarterly		
Contributes Single and Family Group Health Insurance:			
Medical/Dental/Vision/Group Life - Monthly			
Single	EPO	\$700.11/ month - city pays \$605.71	
Single	HDHP	\$661.15/ month – city pays \$621.15	
Family	EPO	\$1,582.95/ month – city pays \$1,182.15/month	
Family	HDHP	\$1,463.81/ month – city pays \$1,224.01/month	

- Provides 20-35 paid vacation days per year (pro-rated for 20+hrs week)
- 6.15 hrs. to 5 yrs.; 7.69 hrs. to 10 yrs.; 9.23 hrs. to 15 yrs.; 10.77 hrs. to 15+ yrs.;
- Provides 12 sick days per year = 3.69 hrs. per pay period (prorated for 20+hrs)
- Provides Shift fire personnel accrued leave at 1/3 more per pay period
- Provides 1 hour of sick leave for every 30 hours worked for part-time/seasonal
- Provides Compensation unused accrued leave upon separation for classified positions
- Provides 12 paid Holidays per year
- Provides 1-3 or 3-5 days paid Bereavement Leave
- Provides Paid Leave for Jury Duty & Voting
- Provides recognition for specific skills (skill based pay)
- Provides Bilingual Pay for qualified employees
- Provides Shift Differential pay for classifications working 2<sup>nd</sup> and 3<sup>rd</sup> shift
- Provides Working out-of-assignment pay
- Provides Stand By and Emergency Call Out pay
- Provides Employee Assistance Program inclusive of family
- Provides Contribution to Health Savings Account for employees on HDHP (50% of deductible ½ in July ½ January applied to HSA)
- Provides Leave Donation Program
- Provides Clothing allowance for Uniformed Employees
- Provides Reimbursable or Advanced Education Benefits
- Provides Bonus Award Program
- Provides Recognition Programs – Employee Celebration Events, Smiley & Safety Awards
- Provides Service Awards at 5, 10, 15, 20 + years of service
- Provides Robust Wellness Program with participation incentives
- Provides Commuter Insurance coverage

Provides Longevity Pay (Lump Sum Market Adjustment)  
 Provides Flexible Schedules  
 Provides Stable Work Environment  
 Provides opportunity to participate in:  
 Deferred Compensation Plans  
 Section 125 Plans  
 Direct Deposit  
 Supplementary Group Ins.  
 Flexible Savings Account  
 Health Savings Account  
 Teladoc Medical Services

**Deferred Compensation Plans (457)**  
**Supplemental Retirement Plans**

Deferred Compensation is a method which allows you to take income out of your current earnings and set it aside to provide additional retirement income. It will be taxed during your retirement years when you may be in a lower tax bracket. The amounts you agree to defer are pre-tax dollars. The deferred amount is deducted from your gross earnings before federal and state taxes are deducted, and therefore, will reduce your current taxable income.

If you would like to enroll in a Supplemental Retirement Plan, please contact one of the vendors listed below. Each agent will explain the programs they have to offer and provide assistance with the necessary paperwork to establish your plan.

**Deferred Compensation Plans (457):**

Edward Jones Investments - American Funds:	Larry Carver	928-753-3904
	Matt Ladendecker	928-692-1113
	Kelly Pickering	928-753-5535
Nationwide Retirement Solutions:	John Bennett	602-266-2733
Empower Retirement (Great West):	Leah Halonen	480-734-1461

**Roth IRA:**

Edward Jones Investments – American Funds	Larry Carver	928-753-3904
	Matt Ladendecker	928-692-1113
	Kelly Pickering	928-753-5535
Nationwide Retirement Solutions:	John Bennett	602-266-2733

**Section 125 Plans:**

**Supplementary Group Insurance and Flexible Savings Account**

Section 125 plans are those in which the insurance premiums are paid with pre-tax dollars. The premiums for these plans will be deducted from your gross earnings before federal taxes; state taxes and FICA are deducted therefore lowering your current taxable income.

Section 125 plans must be set up at the beginning of the plan year (fiscal year) *or* within 31 days of hire and other qualifying events. Once you have enrolled, you will not be able to change or terminate the plan until the end of the plan year unless you have a qualifying event.

**Supplemental Insurance:**

American Family Life Assurance Company (AFLAC):	Ronald Day (928) 279-9223 <a href="mailto:ronald_day@us.aflac.com">ronald_day@us.aflac.com</a>
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Colonial Life & Accident Insurance Company:	Chanda Manske (702) 350-0256 or <a href="mailto:chanda.manske@coloniallifesales.com">chanda.manske@coloniallifesales.com</a>
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**Flexible Savings Account:**

AmeriFlex: 1-888-868-FLEX (3539)  
[www.flex125.com](http://www.flex125.com)

**HealthSavings Account:**

HSA Bank 1-800-357-6246  
[www.hsabank.com](http://www.hsabank.com)

The City of Kingman provides numerous benefits for employees. For more information about the City's Benefit Programs, please contact your Benefits Administrator:

Jenny Gutierrez, Human Resources Technician at (928) 753-8583  
 Elena Lacy, Human Resources Technician at (928) 753-8568  
 Krista Toschlog, SHRM-SCP/SPHR-Human Resources Administrator at (928) 753-8119  
 Jackie Walker, SHRM-SCP/SPHR/IPMA-CP, Human Resources/Risk Management Director at (928) 753-8107

**We are happy to assist our employees navigate their benefits!**