



The City of Somerville is proud to offer a comprehensive and competitive benefit package. All benefit deductions are taken out on a pre-tax basis as allowed by law.

## **Insurance Benefits**

### **Health Insurance**

The City participates in the Group Insurance Commission ("GIC"). It offers health plans which have earned the distinction of being among the top ten commercial health plans in the country. Effective, July 1, 2015 the current employee/retiree contributions for all HMO, PPO & POS plans are 20% and all Indemnity plans are 25%.

<http://www.somervillema.gov/departments/personnel/group-insurance-commission>

### **Health Insurance Opt Out Program**

The City offers a Health Insurance Opt Out Program. The incentive is offered to all non-bargaining unit employees and those employees who are a member of a bargaining unit that elected to participate. Please contact Personnel for further details on the eligibility of the program.

### **Dental Insurance**

The benefit is offered through Delta Dental. There are two plans an employee may elect to enroll in:

Delta Dental Low Plan.

Delta Dental High Plan (which includes Orthodontia coverage)

<http://www.somervillema.gov/departments/personnel/benefits/delta-dental>

### **Group Life Insurance**

Employees may elect to enroll in Group Life Insurance with Boston Mutual in the amount of \$5,000 with a 50% employee contribution. The employee may also elect additional Voluntary Life Insurance in units of \$10,000 to a maximum of \$400,000 up to five times your annual salary. An employee must be enrolled in the Group Life Insurance in order to enroll in the Voluntary Life Insurance.

<https://www.bostonmutual.com>

### **Additional Insurance Benefits**

Additional Life insurance, cancer, accident, and supplemental disability plans may be purchased by employees at group rates through payroll deduction through Colonial Life Insurance. <http://www.somervillema.gov/departments/personnel/benefits/colonial-life-insurance-company>



## **Savings & Investment Benefits**

### **Pension**

The State's retirement system (non-optional participation) is a 401a contributory defined benefit plan for permanent full-time employees working 20 hours or more per week; Deductions are on a pre-tax basis. At retirement, employees can receive monthly payments (paid monthly) with 3 options (A,B &C) which is based on the highest consecutive years salary, age, and years of creditable service. A return or rollover of contributions is allowed if employment terminates.

<http://www.somervillema.gov/departments/retirement/choose-a-plan>

### **457 Deferred Compensation Plans**

The City offers three deferred compensation plans through AXA, GreatWest and Nationwide. These plans allow members to contribute towards their retirement and choose their investment portfolio.

<http://www.somervillema.gov/departments/personnel/benefits/457-b-deferred-compensation>

### **Credit Union**

City of Somerville employees are eligible to join the Somerville Municipal Credit Union. The credit union offers such benefits as checking/savings. loans, mortgages other types of services.

<http://www.sommfcu.com>

**Work & Life Benefits** *\*\*This is for non-union employees. If an employee is part of collective bargaining unit, please refer to the Collective Bargaining Agreement.*

### **Vacation \*\***

<b>Length of Service</b>	<b>Annual Vacation Accrual</b>
New Employees	After completing ninety (90) days of continuous service, new employees begin to accrue vacation
One (1) year to five (5) Years of Service	Four (4) weeks' vacation
Upon completion of five (5) years to ten (10) years of service	Five (5) weeks' vacation
Upon completion of ten(10) years to twenty (20) years of service	Six (6) weeks' vacation
Upon completion of twenty (20) or more years of service	Seven (7) weeks' vacation

### **Sick \*\***

Upon ninety (90) days of continuous service for the City, employees shall be granted twenty (20) days of sick leave annually and accrue over a twelve month period. Employees are eligible to carry over ALL of the unused sick time from previous year.



### **Holidays \*\***

The City offers 13 ½ holidays per year.

<http://www.somervillema.gov/sites/default/files/documents/city-holidays-2015.pdf>

### **Flexible Spending Benefit**

The City of Somerville offers employees the option of enrolling in Flexible Spending Accounts. This program allows employees the ability to have money withheld from their pay check on a pre-tax basis to pay for dependent care expenses and certain out of pocket medical/dental expenses.

<https://www.benstrat.com>

### **Educational Assistance**

The City supports the educational advancement of employees and has a program in place to assist with employee professional development. Please contact the City's Personnel Department for further information

### **Employee Assistance Plan**

One of the benefits of working for the City of Somerville is that you have access to the services provided by the Employee Assistance Program (EAP). The City recognizes that personal and professional stress can affect one's health and well-being. Please log onto the website for a list of services provided by the EAP.

### **Employee Perks** *(please note employee perks may be rescinded by the vendor at any time)*

<http://www.somervillema.gov/departments/personnel/benefits/employee-perks>

### **AMC - Loews Theatre**

An employee has the opportunity to purchase movie tickets. Tickets are good at any AMC theatres, Loews theatres, Cineplex Odeon theatres, Magic Johnson theatres and Star theatres, excluding Canadian theatres. Valid 7 days a week.

Cost: \$8.50 each with no restrictions

For more information visit: <https://www.amctheatres.com>

### **Hubway**

Hubway is Metro Boston's bicycle share system. With more than a thousand bikes and a hundred stations across Boston, Brookline, Cambridge, and Somerville, Hubway provides a convenient, economical, and environmentally friendly form of transportation. Grab a bike near your home, your office, or a transit hub, and pedal your way to work or to the next lunch meeting, errand, or shopping trip.

<http://www.somervillema.gov/departments/personnel/benefits/employee-perks>



### NuRide

NuRide is a free benefit offered to employees sponsored through MassRIDES. Employees can choose to take a "greener trip" (such as walking, bicycling, telecommuting, carpooling, vanpooling, using public transportation, or even working a compressed week) earn points for tracking their trips at [www.nuride.com](http://www.nuride.com). Participants can redeem those points for rewards, like restaurant coupons or discounts at local and national retailers. For those employees driving solo, they can use the NuRide to connect with other travelers going your way. Please contact the Personnel Department for further information

<http://www.commute.com/commuter-options/nuride>

**Coming Soon!** Emergency Ride Home sponsored by Mass Rides [http://www.commute.com/log\\_in](http://www.commute.com/log_in)

### Working Advantage

The City of Somerville has a valuable membership with Working Advantage and our employees now have access to exclusive discounts for movie theatres, movie rentals, theme parks, ski tickets, Broadway theatre, special family events, online shopping and much more. Please contact personnel for password.

<https://www.workingadvantage.com//index.cfm>

### ZipCar

The City of Somerville Helps Provide "Wheels When You Want Them" Zipcar makes it easy to live and work at the City of Somerville without having to put a car on the road. The City is pleased to sponsor Zip car membership for its employees.

You may apply for Zipcar online. Parking, insurance and gas are included in the hourly and daily rates. Zipcars can be used by the hour or the day. Reserve online any time, pick up the car and drive. <http://www.zipcar.com>

### Wireless Provider Phone Discounts

City of Somerville employees are eligible to receive an employee discount for wireless phone service through: Verizon, Sprint & AT&T. Please contact Personnel for additional details on the program.

**Flex & Wellness Program** *\*\*This is for non-union employees. If an employee is part of collective bargaining unit, please refer to the Collective Bargaining Agreement.*

The City of Somerville offers a wellness program to promote wellness, healthy eating, and active lifestyles among City of Somerville employees. The City offers a ½ day of Cancer Screening and a ½ day of Employee Wellness Activity hours.

<http://www.somervillema.gov/sites/default/files/documents/WellnessProgramPolicy-Adopted%20-10-31-2012.pdf>