



ENHANCED 2023 BENEFITS

WE
LISTENED!

Compensation

- A Step increase was approved and will be effective April 7, 2023 for those meeting performance expectations
- Additional compensation of \$750 will be paid out on January 27, 2023 and another \$750 late Summer 2023

Benefits

- Health insurance rates remained nearly flat
- A 21+ year category for PTO accruals was added, increasing the amount of PTO an employee can accrue
- Emergency Pandemic Leave extended into 2023 with an 80-hour maximum
- The years of service bonus payout was doubled for each category
- Expansion of Sage Health and Wellness Center hours are pending final approval
- An annual \$50 safety award instituted for employees who are in DOT/Safety Sensitive positions payable in April, 2023
- Recognition and appreciation dollars were increased to reward the dedication and hard work being done by City employees
- The vision plan coverage amount for lenses and frames was increased from \$130 to \$200
- The City added Pet Insurance
- Increased income eligibility for "Calling Mesa County Home" Program





ENHANCED 2023 BENEFITS (CONT.)



Benefits (cont.)

- The temporary PTO buyback program was continued (October 4, 2023 – November 12, 2023) allowing employees to receive a higher payout for PTO
- Dave Ramsey's SmartDollar is being offered free for employees and their dependents
- The Healthy Accrual payout upon separation for PT/Seasonal employees was increased to 100% payout at 1:1 up to 48 hours
- An online "Discount Marketplace" was added, allowing employees an opportunity to receive discounts on various services:
www.grandjunction.benefithub.com | Code: RBSUF8
- A Smoking Cessation program is available through DC Stop Smoking and/or Cigna benefits

Professional Development

- \$1.8 million dollars in training and development dollars were budgeted City-wide
- Tuition Reimbursement was increased from \$2,500 to \$5,000 and from 20 employees to 30 employees; also, the eligibility requirement was decreased from 2 years to 1 year
- The City instituted an in-house CDL training program and offers training free of charge to employees hired into positions requiring a CDL license
- Training Classes available via online Learning Management System

