

Benefits Summary

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2023 Edition



Diverse. Driven. Dedicated

That's how the City of Waynesville thinks of its employees from our entry-level workers to our seasoned senior Administrative staff. We know what it takes to recruit and keep top talent like you. We think our benefits are second to none. Here are the basics of what you can expect.



City of Waynesville

First of all, your first six months is very important. You've got to shine!!

Probationary Period

All new employees serve a six-month probationary period

We know people get sick and it can be expensive. The City's got your back.



The good news is, health insurance coverage starts before your probationary period ends. Your coverage will begin the first of the month AFTER your first thirty (30) days with the City. For example: If you start on May 22, your thirty days will be up June 22. Your coverage will begin July 1st.

Health Insurance

Through MIRMA Health & Healthlink III, employees are offered three health care options that will best fit their needs and the needs of their family. The City covers the costs of your insurance 100%, based on your years of service. Employees have the option to "buy up" to a plan that provides a lower deductible and lower out of pocket cost for a monthly fee.

Dental Insurance

Dental Insurance is provided by Sun Life. Employees have the option to include their family members under the coverage. With a wide service area, Sun Life Dental is one of the best Dental plans in the area.

Prescription Reimbursement Plan

All employees enrolled in MIRMA Health are eligible for the Prescription Reimbursement Plan. Funding is based on your length of service. The Plan covers 90-day maintenance medication prescriptions only.

MASA

In the event of a serious medical emergency, employees have access to emergency air transportation into a medical facility or between medical facilities. With MASA, rest assured that the financial burden of medical transport bills are a thing of the past. MASA's coverage is nationwide and pays for any costs above what your insurance covers.



City of Waynesville

Health Savings

Here at the City we understand the benefits of family time. Our employees work hard so when the time comes, nothing is better than knowing they can have that well

Holidays

What's better than spending time with friends and family over the holidays? The City recognizes these are memory making days and hopes you make a lifetime's worth!



Holiday	Date of Occurrence
New Year's Day	January 1st
Martin Luther King Jr's Birthday	3rd Monday in January
President's Day	3rd Monday in February
Employee Appreciation Day	Friday before Memorial Day
Memorial Day	Last Monday in May
Juneteenth	June 17th
Independence Day	July 4th
Labor Day	1st Monday in September
Columbus Day	2nd Monday in October
Veteran's Day	November 11th
Thanksgiving Day	Last Thursday and Friday in November
Christmas Eve	December 24th
Christmas	December 25th

Always moving forward ~

A few years ago, the City recognized the need to change how employees accrued time off. At that time, we transitioned from Sick and Vacation accrual to Paid Time Off (PTO). What's the difference? The difference is, employees accrue more time a month than before and can use that time for anything they wish.

Also, if an employee left employment with the City, those accumulated sick time hours were just gone. Now, all the hours that you accrue are paid out. All time off is paid, nothing is

Paid Time Off

Continuous Years of Service	Hrs/Month	Hrs/Year
0-1 years	8	96
2-4 years	12	144
5-9 years	16	192
10+ years	20	240

PTO Cash Out

Need cash for Christmas? Managing your PTO time responsibly allows employees to cash out up to 80 hours of PTO every year!

Time off



City of Waynesville



Missouri Local Government Employees Retirement System

As a local government employee for the City of Waynesville, your pension is taken care of by the City. A pension is a retirement account that the City maintains in order to give you either a fixed payout when you retire or provide you with monthly payments during your retirement.

The City of Waynesville has invested heavily in your future for when you reach retirement age. After dedicating years of hard work in order to take care of the City, it is our pleasure to be able to take care of you. The City has reached the top-tier of the LAGERS life program which means the City contributes the highest amount to your retirement fund every month. Employees are vested after five (5) years of service. The best thing is, it costs you nothing!

Whether you're a seasoned employee or an entry-level go-getter, The City of Waynesville's got you covered with the best pension plan in the State to make those golden years a walk in the park!

Retiree Health Plan

Depending on what age you retire at, you may be eligible to continue your medical coverage through MIRMA as a retired employee. Be sure to sit down with Human Resources to go over all your Retirement options.



EMPLOYEE ASSISTANCE PROGRAMS

How would you like to work for an Employer who understands that the physical and mental health of their workers directly affects success? Here at the City, we work tirelessly to put the employee first. Awesome benefits and competitive pay are one thing, but how many people do you know have left a great paying job for something less? Environment, support and recognition play a crucial role in the retention of good employees and the City of Waynesville is committed to providing the best of those very things to the great people that work for us.

The Team

We are most definitely a team here at the City and our core values focus on supporting one another in order to provide the best possible service to the citizens of Waynesville. We strive to be flexible and understanding when “life” happens, so be secure in the knowledge that we will always have your back.

Employee Assistance Program

Through MIRMA, the City is proud to present one of the best Employee Assistance Programs (EAP) available today. From counseling to financial guidance, health coaching and child care resources, the wonderful people at H&H Health Associates are there to help you regarding any number of life’s issues.

There is no charge for services provided within the EAP and most services extend beyond just the employee to family including significant others.

Good news is, the City’s EAP is completely confidential and will not release any information without your prior consent.

Available 24/7, 7 days a week, the EAP’s is there when the City can’t be.



City of Waynesville

Employee Support

Not ready to Retire? We've got options to help you save!



Direct Deposit

Payroll checks are deposited directly to any account at the financial institution of the employee's choosing. You can have us deposit a certain percentage in to different accounts. For example, your paycheck can be processed like this:

Fun Money Account	10%
General Savings	40%
Regular Checking	60%

No need for all of the accounts to be at the same bank either. As long as you provide the routing and account number we can deposit your pay pretty much anywhere.

Voya Financial

The City also partners with Voya Financial to offer you additional retirement or savings options if you are looking to invest more for your future. The City takes care of the payment for you by automatic deduction from your payroll check.



Future Savings



City of Waynesville

It's all about you.....



Employee Appreciation Day

Held in June every year, this is a day the City has set aside for you. City staff and officials know that we couldn't accomplish half of what we do without the hard-working, intelligent and driven members of our City Team. From the Police Department, to Public Works, the Airport, Animal Shelter, Municipal Court and everyone in between, you are the City. So on this day, enjoy a feast for lunch and then take the rest of the day off. You've earned it!



City of Waynesville

Appreciation & Acknowledgment

