

Who we are

The City of Crestwood strives to offer its residents the highest level of service. We believe that attracting and keeping a talented workforce is essential to achieving that goal. We have prepared this benefits booklet to inform you about the great things we offer our employees.

If you are a talented, energetic professional who wants to make a difference in a great community, please let us know – we would love to have you join us in fulfilling our mission!

Contact Us

Attn: Janet Gravagna
Human Resource Officer
1 Detjen Dr.
Crestwood, MO 63126

Phone: 314-729-4796

Email: jgravagna@cityofcrestwood.org

Web: www.cityofcrestwood.org

Last updated: July 12, 2018



Employee Benefits



CITY OF CRESTWOOD

About Crestwood

The City of Crestwood was established in 1947, and has grown over time to become a full service local government. We pride ourselves on offering consistently excellent service to our residents.

If you are reading this booklet, then chances are you are considering an opportunity to join our organization. We are working hard to make Crestwood the most desirable local government employer in the St. Louis region. We have established a relaxed, but professional, work environment that encourages forming relationships among employees.

I consistently stress the theme of continuous improvement to the staff. I believe that theme applies to the area of human resources as well. In order to seek continuous improvement we have established an Employee Committee that meets regularly to plan events, provide suggestions for policy improvements, and give feedback on the employee experience in Crestwood.

Ultimately, we are trying to create a workforce of friendly, high performing people. If this sounds like you, then I encourage you to strongly consider joining us!



Kris Simpson
City Administrator

Overview of Benefits

Military Leave



An employee who is a member of the National Guard or an organized military reserve will be allowed military leave without relinquishing pay for up to 15 calendar days per year.

Occupational Injury and Illness



Employees who suffer occupational injury or illness incurred in the performance of the employee's city job shall be granted occupational injury pay effective immediately.

Employee Assistance Program



The Employee Assistance Program (EAP) offers assessments, problem-solving counseling and referrals to resources or treatment providers. The service is offered at no cost to the employee and services provided are strictly confidential.

Overview of Benefits

Long Term Disability



The city provides Group Long Term Disability Insurance for employees through The Hartford Insurance Company. The cost of this insurance is paid by the City of Crestwood. Coverage is 50 percent of the first \$2,000 of monthly pre-disability earnings.

AD&D Insurance



The city provides Accidental Death and Dismemberment Insurance (AD&D) for employees through The Hartford Insurance Company. For accidental loss of life, the amount of this insurance benefit is equal to the employee Basic Life coverage amount. For other covered losses, the amount is a percentage of the AD&D insurance coverage amount.

Bereavement Leave



Employees may be granted up to three working days of paid leave in the event of death in the employee's immediate family.

Overview of Benefits

Health Insurance



The city provides health insurance for employees through Cigna. Crestwood pays a significant portion of the overall premium cost in order to provide affordable healthcare to employees. In addition to premium sharing, the city offers a **Tobacco-Free Incentive** to employees who wish to participate. Participants can save up to \$30 a month in discounts.

Life



The city provides complimentary life insurance for employees through The Hartford Insurance Company. Coverage is one and a half of your annual salary plus \$20,000. Employees have the opportunity to purchase additional coverage.

Retirement



After the completion of six months of service, employees participate in a non-contributory defined benefit retirement plan administered by the Missouri Local Government Retirement System (MOLAGERS). Employees are 100% vested in LAGERS after five years of service. We are proud that our pension plan is fully-funded. Employees also have the option to enroll in a 457 Deferred Compensation Plan through ICMA-RC.

Overview of Benefits

Vacation Leave



Employees accrue annual leave on the following schedule.

- 10 days after one (1) year
- 15 days after five (5) years
- 20 days after fifteen (15) years
- 25 days after twenty (25) years

Sick Leave



Employees accrue sick leave on the following schedule.

12 days a year with a maximum of 90 days.

Holidays



The city provides employees 11.5 paid holidays annually.

Overview of Benefits

Dental Insurance



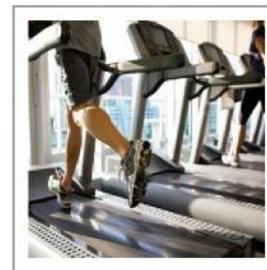
The city provides dental insurance for employees through Cigna. The city pays for 100% of the employee's dental premium, and shares in the premium cost for Family coverage.

Vision Insurance



The city provides optional vision insurance for employees through Cigna.

Wellness Program



The city provides employees a free gym membership to one of three gyms, Anytime Fitness, All N'1 Fitness, and Planet Fitness located here in Crestwood. In addition, employees receive free use of the Crestwood Community and Aquatic Center, along with other privileges offered through Crestwood Parks and Rec.