


# Medical Coverage

The Company offers a choice of medical plan options so you can choose the plan that best meets your needs – and those of your family. Each plan includes comprehensive health care benefits, including free preventive care services and coverage for prescription drugs.

		In-Network	Out-of-Network
Lifetime Maximum		Unlimited	
Physician Office Visit		\$15 copay	Covered 60% after deductible
Specialist Office Visit		\$30 copay	Covered 60% after deductible
Calendar Year Deductible <ul style="list-style-type: none"> <li>Individual</li> <li>Family</li> </ul>		<b>\$500</b> <b>\$1,000</b>	<b>\$600</b> <b>\$1,200</b>
Routine Immunizations**		Covered at 100%	Covered 60% after deductible
Routine Preventive Care**		Covered at 100%	Covered 60% after deductible
Chiropractic Care (30 visits/calendar year)		Covered 80% after deductible	Covered 60% after deductible
Inpatient Hospital Services		Covered 80% after deductible	Covered 60% after deductible
Out-Patient Diagnostic Testing		<b>Covered 80%</b> deductible waived	Covered 60% after deductible
Outpatient Surgery/Surgeon Charges		<b>Covered 80%</b> after deductible	Covered 60% after deductible
Emergency Room Care <ul style="list-style-type: none"> <li>Emergency</li> <li>Non-Emergency</li> </ul>		\$50 copay, then 80% after deductible (waived if admitted) \$100 copay, then 80% after deductible	
Out of Pocket Max <b>(Medical and Pharmacy deductible and co-pays are included)</b> <ul style="list-style-type: none"> <li>Individual</li> <li>Family</li> </ul>		<b>\$5,000</b> <b>\$10,000</b>	<b>\$6,000</b> <b>\$12,000</b>
Prescription Drug <ul style="list-style-type: none"> <li>Generic</li> <li>Brand</li> <li>Non-Preferred Brand</li> <li>Mail Order</li> </ul>		\$10 copay \$35 copay \$55 copay (One copay for a 90 day supply)	
UMR Customer Service		800.826.9781	
Bi-Weekly Rates		<b>Provider Look-up:</b> <b>How to "Find a Provider" Online</b> Go to <a href="http://www.umar.com">www.umar.com</a> <ul style="list-style-type: none"> <li>Click on "Find a Provider"</li> <li>Select "Medical" to search healthcare providers</li> <li>Select the United Healthcare Options PPO Network</li> <li>Select provider type &amp; click Continue</li> <li>Enter your zip code</li> <li>Click "Continue"</li> <li>Results of your search will be displayed</li> </ul>	
		<b>Wellness Participant</b>	<b>Non-Wellness Participant</b>
Employee		\$21.81	\$44.89
Employee + One		\$46.38	\$69.46
Family		\$78.91	\$101.99

\* Please note - these are bi-weekly rates.

\*\*Based on Medical Association Guidelines (Age and Frequency)

It is your responsibility to make sure you are using In-Network providers in order to enjoy the benefits of the Plan's In-Network benefit schedule.

**City of Maryville Pay Scale as of 8-01-15**

<b>Position</b>	<b>Salary Grade</b>	<b>Minimum</b>	<b>Maximum</b>
SANITATION COLLECTION WORKER	02	\$ 21,826.48	\$ 39,438.88
GROUNDS MAINTENANCE WORKER	03	\$ 22,941.15	\$ 41,422.99
TREE TRIMMER/GROUND WORKER	03	\$ 22,941.15	\$ 41,422.99
METER READER	04	\$ 24,100.34	\$ 43,496.34
STREET MAINTENANCE WORKER	04	\$ 24,100.34	\$ 43,496.34
CITY COURT CLERK	05	\$ 25,304.24	\$ 45,681.38
POLICE RECORDS CLERK	05	\$ 25,304.24	\$ 45,681.38
STREET CONSTRUCTION WORKER	05	\$ 25,304.24	\$ 45,681.38
TREE TRIMMER	05	\$ 25,304.24	\$ 45,681.38
BIOSOLIDS PROCESSING TECHNCN	06	\$ 26,597.17	\$ 47,977.49
PUBLIC SERVICES REC/OFFIC ASST	06	\$ 26,597.17	\$ 47,977.49
SANITATION COLLECTION DRIVER	06	\$ 26,597.17	\$ 47,977.49
SR STREET MAINTENANCE WORKER	06	\$ 26,597.17	\$ 47,977.49
WATER PLANT OPERATOR TRAINEE	06	\$ 26,597.17	\$ 47,977.49
WW TREATMENT PLANT OPER TRAINE	06	\$ 26,597.17	\$ 47,977.49
ANIMAL CONTROL OFFICER	07	\$ 27,935.02	\$ 50,407.76
COMPUTER TECHNICIAN	07	\$ 27,935.02	\$ 50,407.76
STREET SIGN & MARKING TECH	07	\$ 27,935.02	\$ 50,407.76
UTILITY BILLING TECHNICIAN	07	\$ 27,935.02	\$ 50,407.76
UTILITY CONSTRUCTION WORKER	07	\$ 27,935.02	\$ 50,407.76
UTILITY PLANT MECHANIC	07	\$ 27,935.02	\$ 50,407.76
WAREHOUSE INVENTORY TECH	07	\$ 27,935.02	\$ 50,407.76
ACCOUNTING TECHNICIAN	08	\$ 29,361.90	\$ 52,949.31
ACCTS RECEIVABLE/PAYROLL SPEC	08	\$ 29,361.90	\$ 52,949.31
AUTOMOTIVE PARTS CLERK	08	\$ 29,361.90	\$ 52,949.31
COLLECTION TECHNICIAN	08	\$ 29,361.90	\$ 52,949.31
CUSTOMER SERVICE REP	08	\$ 29,361.90	\$ 52,949.31
GROUNDS MAINTENANCE CREW LDR	08	\$ 29,361.90	\$ 52,949.31
HEAVY EQUIPMENT OPERATOR	08	\$ 29,361.90	\$ 52,949.31
PROPERTY TAX SPECIALIST	08	\$ 29,361.90	\$ 52,949.31
UNDERGROUND UTILITY LOC TECH	08	\$ 29,361.90	\$ 52,949.31
UTILITY SERVICE TECHNICIAN	08	\$ 29,361.90	\$ 52,949.31
ADMINISTRATIVE ASSISTANT	09	\$ 30,833.50	\$ 55,624.82
LABORATORY TECHNICIAN	09	\$ 30,833.50	\$ 55,624.82
SANITATION COLLECTION CREW LDR	09	\$ 30,833.50	\$ 55,624.82
SR. STREET SIGN & MARKING TECH	09	\$ 30,833.50	\$ 55,624.82
STREET MAINTENANCE CREW LEADER	09	\$ 30,833.50	\$ 55,624.82
TREE TRIMMING CREW LEADER	09	\$ 30,833.50	\$ 55,624.82
UTILITY CREW LEADER	09	\$ 30,833.50	\$ 55,624.82
WASTEWATER MAINT. OPERATOR	09	\$ 30,833.50	\$ 55,624.82
CONSTRUCTION ACCT. SPECIALIST	10	\$ 32,393.92	\$ 58,433.44
FIREFIGHTER/EMT	10	\$ 32,398.00	\$ 58,593.32
HUMAN RESOURCES ASSISTANT	10	\$ 32,393.92	\$ 58,433.44

PURCHASING ASSISTANT	10	\$ 32,393.92	\$ 58,433.44
SENIOR ADMINISTRATIVE ASST	10	\$ 32,393.92	\$ 58,433.44
SERVICE TECHNICIAN	10	\$ 32,393.92	\$ 58,433.44
TRAINEE LINE TECHNICIAN	10	\$ 32,393.92	\$ 58,433.44
VEHICLE AND EQUIPMENT MECHANIC	10	\$ 32,393.92	\$ 58,433.44
WASTEWATER PLANT OPERATOR	10	\$ 32,393.92	\$ 58,433.44
WATER PLANT OPERATOR	10	\$ 32,393.92	\$ 58,433.44
WQC ENGINEERING TECHNICIAN	10	\$ 32,393.92	\$ 58,433.44
BUDGET/FINANCIAL ANALYST	11	\$ 34,021.10	\$ 61,376.43
CAD TECHNICIAN	11	\$ 34,021.10	\$ 61,376.43
CODES COMPLIANCE OFFICER	11	\$ 34,021.10	\$ 61,376.43
ENGINEERING TECHNICIAN	11	\$ 34,021.10	\$ 61,376.43
FIREFIGHTER ENGINEER/EMT	11	\$ 34,037.58	\$ 61,559.64
FOG INSPECTOR	11	\$ 34,021.10	\$ 61,376.43
HUMAN RESOURCES GENERALIST	11	\$ 34,021.10	\$ 61,376.43
POLICE OFFICER	11	\$ 34,021.10	\$ 61,376.43
STREET MAINTENANCE SUPERVISOR	11	\$ 34,021.10	\$ 61,376.43
TRAFFIC SIGNAL TECH	11	\$ 34,021.10	\$ 61,376.43
UTILITY BILLING COORDINATOR	11	\$ 34,021.10	\$ 61,376.43
UTILITY SYSTEMS DATABASE MGR	11	\$ 34,021.10	\$ 61,376.43
ACCOUNTANT	12	\$ 35,737.92	\$ 64,475.40
ANIMAL CONTROL SUPERVISOR	12	\$ 35,738.14	\$ 64,475.42
CONSTRUCTION INSPECTOR	12	\$ 35,738.14	\$ 64,475.42
PLANNER	12	\$ 35,738.14	\$ 64,475.42
SENIOR WATER PLANT OPERATOR	12	\$ 35,738.14	\$ 64,475.42
SR. CUSTOMER SERV. SPECIALIST	12	\$ 35,738.14	\$ 64,475.42
SR. WW TREATMENT PLANT OPER.	12	\$ 35,738.14	\$ 64,475.42
SYSTEMS SUPPORT COORDINATOR	12	\$ 35,738.14	\$ 64,475.42
UTILITY CONSTRUCTION INSPECTOR	12	\$ 35,738.14	\$ 64,475.42
UTILITY CREW SUPERVISOR	12	\$ 35,738.14	\$ 64,475.42
BUILDING INSPECTOR	13	\$ 37,543.79	\$ 67,730.42
ENVIRONMENTAL COMPLIANCE INSP	13	\$ 37,543.79	\$ 67,730.42
SERVICE & COLLECTION SUPER	13	\$ 37,543.77	\$ 67,730.38
ACCOUNTING SUPERVISOR	14	\$ 39,438.79	\$ 71,163.72
ASST TO ELECTRIC ENGINEER	14	\$ 39,438.88	\$ 71,163.87
ELECTRIC ENGINEERING TECH	14	\$ 39,438.88	\$ 71,163.87
FIRE LIEUTENANT	14	\$ 39,472.42	\$ 71,389.32
JOURNEY LINE TECHNICIAN	14	\$ 39,438.88	\$ 71,163.87
NETWORK ADMINISTRATOR	14	\$ 39,438.79	\$ 71,163.72
POLICE SERGEANT	14	\$ 39,438.88	\$ 71,163.87
SYSTEMS ADMINISTRATOR	14	\$ 39,438.79	\$ 71,163.72
CHIEF WASTEWATER PLANT OPERATR	15	\$ 41,422.99	\$ 74,775.38
CHIEF WATER PLANT OPERATOR	15	\$ 41,422.99	\$ 74,775.38
CIVIL ENGINEER	15	\$ 41,422.99	\$ 74,775.41
FIRE INSPECTOR/SPECIALIST	15	\$ 41,422.99	\$ 74,775.38
UTILITY CONSTR. INSPECT. SUPER	15	\$ 41,422.99	\$ 74,775.38
UTILITY PLANT MAINT SUPERVISOR	15	\$ 41,422.99	\$ 74,775.38

BUILDING OFFICIAL	16	\$ 43,496.37	\$ 78,565.46
FLEET MAINT SUPERINTENDENT	16	\$ 43,496.37	\$ 78,565.46
GROUNDS SUPERINTENDENT	16	\$ 43,496.37	\$ 78,565.46
LAND DEVELOPMENT ADMINISTRATOR	16	\$ 43,496.37	\$ 78,565.46
LEAD LINE TECHNICIAN	16	\$ 43,496.34	\$ 78,565.34
PUBLIC INFO/COMM REL OFFICER	16	\$ 43,496.37	\$ 78,565.46
PURCHASING AGENT	16	\$ 43,496.37	\$ 78,565.46
SANITATION SUPERINTENDENT	16	\$ 43,496.37	\$ 78,565.46
STORM WATER PROGRAM MANAGER	16	\$ 43,496.37	\$ 78,565.46
STREETS SUPERINTENDENT	16	\$ 43,496.37	\$ 78,565.46
TRAFFIC OPERATIONS MANAGER	16	\$ 43,496.37	\$ 78,565.46
ADMINISTRATIVE FIRE CAPTAIN	17	\$ 45,681.38	\$ 82,533.78
COMMUNITY RELATIONS MANAGER	17	\$ 45,681.22	\$ 82,533.86
FIRE CAPTAIN	17	\$ 45,774.44	\$ 82,788.57
POLICE LIEUTENANT	17	\$ 45,681.38	\$ 82,533.78
RISK MANAGER	17	\$ 45,681.22	\$ 82,533.86
WASTEWATER PLANT SUPERINTENDNT	17	\$ 45,681.22	\$ 82,533.86
WATER TREATMENT PLANT SUPERINT	17	\$ 45,681.22	\$ 82,533.86
ADMINISTRATIVE POLICE CAPTAIN	18	\$ 47,977.55	\$ 86,702.92
ELECTRIC CREW SUPERVISOR	18	\$ 47,977.49	\$ 86,702.93
POLICE CAPTAIN	18	\$ 47,977.55	\$ 86,702.92
WATER WW ENGINEER ADMIN	18	\$ 47,977.55	\$ 86,702.92
CITY ENGINEER	19	\$ 50,407.64	\$ 91,094.91
DEPUTY FIRE CHIEF	19	\$ 50,407.64	\$ 91,094.91
GIS MANAGER	19	\$ 50,407.64	\$ 91,094.91
SENIOR PLANNER	19	\$ 50,407.64	\$ 91,094.91
WATER/WASTEWATER PLANT MANAGER	19	\$ 50,407.64	\$ 91,094.91
ASSISTANT PUBLIC WORKS DIR	20	\$ 52,949.20	\$ 95,687.56
DEPUTY POLICE CHIEF	20	\$ 52,949.20	\$ 95,687.56
ELECTRIC DISTRIBUTION ENGINEER	20	\$ 52,949.20	\$ 95,687.56
ENG AND OPERATIONS SUPERINTEND	20	\$ 52,949.20	\$ 95,687.56
DEVELOPMENT SERVICES DIRECTOR	22	\$ 58,433.62	\$ 105,608.57
DIR OF INFO TECHNOLOGY	22	\$ 58,433.62	\$ 105,608.57
DIR OF MANAGEMENT AND BUDGET	22	\$ 58,433.62	\$ 105,608.57
DIRECTOR OF FINANCIAL SERVICES	22	\$ 58,433.62	\$ 105,608.57
HUMAN RESOURCES DIRECTOR	22	\$ 58,433.62	\$ 105,608.57
DIR OF ENG & PUBLIC WORKS	24	\$ 64,475.40	\$ 116,532.82
ASSISTANT CITY MANAGER	25	\$ 67,730.38	\$ 122,418.54
PUBLIC SAFETY DIRECTOR	25	\$ 67,730.38	\$ 122,418.54
PUBLIC UTILITY DIRECTOR	25	\$ 67,730.38	\$ 122,418.54
CITY MANAGER	N/A	\$ 145,000.00	\$ 145,000.00