



# Employee Benefit Eligibility

## Overview

The City of Boulder assigns benefit eligibility to new employees based on their employee group. Please refer to the appropriate area and table below, based on whether your position will be non-union or union, including BMEA (municipal workers), BPOA (police officers and sergeants), or IAFF (firefighters). If your position is Temporary or Seasonal in nature, please reference the last section of this guide. The hours requirements described below are based on an average, weekly basis.

## BMEA and Non-Union Employee Benefit Eligibility

Benefit	BMEA (20+ Hours)	Non-Union (30+ Hours)	Non-Union (20 - 29 Hours)	BMEA & Non-Union (19 or Less Hours)
Medical Insurance	✓	✓	✓	
Dental Insurance	✓	✓	✓	
Vision Insurance	✓	✓	✓	
Supplemental Benefit Programs	✓	✓	✓	
City-Paid Life Insurance	✓	✓	✓	
Voluntary Life Insurance	✓	✓	✓	
Wellness Program	✓	✓	✓	✓
RTD Transit EcoPass	✓	✓	✓	✓
Recreation Pass	✓	✓	✓	✓
Retirement Benefits	✓	✓	✓	✓
Vacation Leave	✓	✓	✓	✓
Sick Leave	✓	✓	✓	✓
Floating Holidays	✓	✓	✓	✓

For additional information, please refer to the current [City Staff Benefits Guide](#).

## BPOA (Police) and IAFF (Fire) Employee Benefit Eligibility

Benefit	BPOA (20+ Hours)	IAFF (20+ Hours)
Medical Insurance	✓	✓
Dental Insurance	✓	✓
City Vision Insurance		✓
Supplemental Benefit Programs	✓	✓
City-Paid Life Insurance	✓	✓
Voluntary Life Insurance	✓	✓
Wellness Program	✓	✓
RTD Transit EcoPass	✓	✓
Recreation Pass	✓	✓
Retirement Benefits	✓	✓
Vacation Leave	✓	✓
Sick Leave	✓	✓
Floating Holidays	✓	✓
VEBA (Vision & Basic Life)	✓	

For additional information, please refer to the current [Public Safety Benefits Guide](#).

### Temporary and Seasonal Employee Benefit Eligibility (includes Paid Interns)

- **Seasonal Employee Types:**
  - Type 1: Works less than six (6) months continuously and work is typically scheduled for the same time of year, such as summer or winter
  - Type 2: Works continuously for six (6) months and works more than 30 average hours per week
- **Temporary/Paid Intern Employee Types:**
  - Type 1: Works between three (3) months and one (1) year for a pre-determined duration AND works less than 30 average hours per week
  - Type 2: Works between three (3) months and one (1) year continuously for a pre-determined duration AND works more than 30 average hours per week

Benefit	Seasonal Type 1	Seasonal Type 2	Temporary Type 1	Temporary Type 2
Medical Insurance		✓		✓
Supplemental Benefit Programs		✓		✓
Wellness Program	✓	✓	✓	✓
RTD Transit EcoPass	✓	✓	✓	✓
Recreation Pass	✓	✓	✓	✓
Retirement Benefits	✓	✓	✓	✓
Sick Leave	✓	✓	✓	✓

For additional information, please refer to the current [Temporary & Seasonal Benefits Guide](#).