



Overview

The City of Boulder assigns benefit eligibility to new employees based on their employee type. 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 Varied, Temporary, Seasonal, or Paid Intern type, 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 City Staff Benefits Guide PDF](#).

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	✓	✓

Benefit	BPOA (20+ Hours)	IAFF (20+ Hours)
Sick Leave	✓	✓
Floating Holidays	✓	✓
VEBA (Vision & Basic Life)	✓	

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

Varied, Temporary, Seasonal, and Paid Intern Employee Benefit Eligibility

- **Varied Employee Types:** Work less than 20 hours/week, but with no planned end date to work or assignment
- **Temporary Employee Types:**
 - Fixed-Term: Work has a planned end date of 12+ months. Employees can either work less or more than 20 hours/week
 - Temporary and Paid Intern: Work has a planned end date of less than 12 months. Employees can work either less or more than 30 hours/week
- **Seasonal Employee Types:** All work has a planned end date, associated with a season of work
 - Max: Season is 6 – 12 months and work is more than 30 hours/week
 - Traditional: Season is less than 6 months and work is more than 30 hours/week
 - Limited Hours: Season is less than 12 months and work is less than 30 hours/week

Benefit	Varied <20	Fixed-Term <20	Fixed-Term 20+	Temporary <30	Temporary 30+	Seasonal Max	Seasonal Traditional	Seasonal Limited Hours
Medical Insurance			✓		✓	✓		
Supplemental Benefit Programs			✓		✓	✓		
Wellness Program	✓	✓	✓	✓	✓	✓	✓	✓
RTD Transit EcoPass	✓	✓	✓	✓	✓	✓	✓	✓
Recreation Pass	✓	✓	✓	✓	✓	✓	✓	✓
Retirement Benefits	✓	✓	✓	✓	✓	✓	✓	✓
Sick Leave	✓	✓	✓	✓	✓	✓	✓	✓

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