



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 Full Time (30+ Hours) & Part Time (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 Time-Off	✓	✓	✓
Sick Time-Off	✓	✓	✓
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 Time-Off	✓	✓
Sick Time-Off	✓	✓
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:** Hours worked are 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 less than 12 months and hours worked are less than 30 hours/week
 - Temporary: Work has a planned end date of less than 12 months and hours worked are more than 30 hours/week
- **Seasonal Employee Types:** All work has a planned end date, associated with a season of work. This group also includes Paid Interns
 - Max: Season is 6 – 11 months and hours worked are more than 30 hours/week
 - Traditional: Season is less than six (6) months and hours worked are more than 30 hours/week
 - Limited Hours: Season is less than 11 months and hours worked are less than 30 hours/week

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

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