



BENEFITS

- ❖ **Health Insurance**
 - Employee coverage with \$1,000 deductible paid 100% by the employer.
 - Family coverage: City pays 50% of premium, Employee pays 50% with a payroll deduction.
- ❖ **Life Insurance**
 - Employee only: \$5,000 policy paid 100% by the employer.
- ❖ **Vision Insurance**
 - Employee coverage paid 100% by the employer.
 - Family members can be added; employee pays via payroll deduction.
- ❖ **Dental Insurance**
 - Employee coverage paid 100% by the employer.
 - Family members can be added; employee pays via payroll deduction.
- ❖ **Voluntary Insurance**
 - Aflac Insurance offered; employee pays premium via payroll deduction.
 - Globe Life Insurance offered; employee pays premium via payroll deduction.
- ❖ **Pension Plan** (after one year of employment)
 - Employee contributes 6% or more per pay period.
 - City contributes 6% per pay period.
- ❖ **Paid Holidays** (13 total)
 - New Year's Day
 - Martin Luther King Day
 - Presidents Day
 - Memorial Day
 - Juneteenth Day
 - July Fourth
 - Labor Day
 - Columbus Day
 - Veteran's Day
 - Thanksgiving Day
 - Friday after Thanksgiving
 - Christmas Eve (1/2 day)
 - Christmas Day
 - New Year's Eve (1/2 day)
- ❖ **Personal Holiday:** One per year.



❖ **Vacation**

- 5 days after one year of employment.
- 10 days after two years of employment.
- 15 days after ten years of employment.

❖ **Cell Phone**

- City cell phone assigned, OR
- \$35 monthly reimbursement if employee uses personal cell phone.

❖ **Sick Leave**

- Employee earns 3.69 hours per pay period.
- Maximum accrual is 360 hours.
- Unused sick leave is not paid out upon separation of employment.

❖ **Compensation Time**

- Option instead of overtime.
- Accumulates up to 80 hours per quarter, then must be used or paid out.

❖ **Pay Periods:** 26 per year.

❖ **FSA Plan/Flexible Spending Account**

- Employee pays 100%.

❖ **DCP Plan/Dependant Care Account**

- Employee pays 100%.