



# BENEFITS

## FULL-TIME EMPLOYEES

**VACATION TIME:** 10 days per year (less than 5 years)  
 13 days per year (6 to 10 years of service)  
 16 days per year (10 to 15 years of service)  
 19 days per year (16 to 20 years of service)  
 22 days per year (20+ years of service)

**HOLIDAYS: 11 days per year**

The following are official holidays with pay: New Year's Day, Birthday of Martin Luther King, Jr., Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Day after Thanksgiving, Christmas Eve, Christmas Day, employee's birthday, and one floating holiday each year.

**SICK TIME: 12 days per year**

Starting with the first day of employment, all full-time employees will accrue one-day (8 hours) of sick leave each month.

**HEALTH INSURANCE:** Single - \$109.62 (per month) --- (\$50.59 bi-weekly)  
 Family - \$281.63 (per month) --- (\$129.99 bi-weekly)

Rates listed above are the **discounted rates** for employees that participate in our annual wellness program.

**Regular Rates** (without wellness discount)

Single - \$219.22 per month --- (\$101.18 bi-weekly)  
 Family - \$391.26 per month --- (\$180.58 bi-weekly)

**DENTAL COVERAGE:** Administered through CIGNA. 100% employee paid (Rate Sheets attached)

**LIFE INSURANCE: (no cost to employee)**

A basic term life insurance policy equal to the employee's annual salary is provided by the City. Once the employee has 5 years of service the policy increases to 2x the employee's salary. Optional coverage may be purchased through payroll deduction.

**LONG-TERM DISABILITY: (no cost to employee)**

Disability benefits, if payable, will become payable only following a 180-day period of total disability, and will provide up to 60% of the employee's base salary including a combination of social security disability, worker's compensation, and group disability pension.

**VOLUNTARY BENEFITS:** Open enrollment in November of each year. Product offerings include whole life insurance, vision, short term disability, disease specific coverage (cancer, heart/stroke, etc.) flex spending, and AFLAC critical illness and hospital indemnity.

**RETIREMENT:**

The City provides a defined contribution retirement plan (DC) to employees. Mandatory contributions of base compensation are 5% made by the employee and 5% made by the City. Employees may voluntarily contribute additional funds in the following increments: 1%, 2%, or 3%. City matches 100% of employee voluntary contributions up to 3%. Employee may voluntarily contribute more than 3% in accordance with IRS guidelines. The waiting period to participate in the DC plan is 180 days. Employees are 100% vested in their contributions immediately. Employees are 100% vested in City contributions after 5 years of continuous service based on a 25% graduated vesting schedule after completion of their 2<sup>nd</sup> year of employment.

**TUITION ASSISTANCE:**

Eligible employees may apply for assistance for accredited college tuition costs up to \$500 per semester.