



NEW HIRE BENEFITS

BENEFITS BEGINNING AT DATE OF HIRE

1. **Health Insurance** is provided with eligibility coverage effective the 1st of each month depending on date of hire.
2. Regular full-time employees earn one day of **sick leave** per month from date of hire. Employees may accrue a maximum of 992 hours.
3. Regular full-time employees earn **vacation-annual leave** at the following rates:

0-5 years of service	80 hours
Year 6	88 hours
Year 7	96 hours
Year 8	104 hours
Year 9	112 hours
Year 10	120 hours
Year 11	128 hours
Year 12	136 hours
Year 13	144 hours
Year 14	152 hours
Year 15	160 hours
Year 16+	160 hours + 1 hour for each year over 15
4. **Holidays** New Years Day, Martin Luther King Day, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Christmas Eve afternoon (4hrs.), Christmas Day, Good Friday (4 hours)
5. **Funeral Leave** 3 days Immediate family: husband, wife, son, daughter, father, mother, sister, brother, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandchildren, grandparents, foster parents and foster children
6. Employees are entitled to **pre-taxable benefits** (health insurance, dental, vision, health saving account, child-care). Dental, vision and Aflac insurances are available at the employee's expense.

BENEFITS BEGINNING AFTER 6 MONTHS INTRODUCTORY PERIOD

1. **Group Life Insurance** is provided by City with coverage at two times annual base salary. Beneficiary form is required.
2. City makes full contribution for **retirement** at 10% of annual base salary rate (excludes overtime). Employee is vested at 20% per year. Beneficiary form and funds allocation form are required.