



EMPLOYEE BENEFITS

BENEFITS BEGINNING AT DATE OF HIRE

1. **Group Health Insurance** is provided with coverage effective the 1st of each month depending on date of hire. The employee share of the premium is a pre-tax deduction. The City currently offers a high deductible plan with a Health Savings Account. The City makes a contribution to the employee's HSA annually in January (\$1,600 to \$2,500 in 2020). A \$200 reimbursement is also available annually for employees who maintain a fitness center membership.

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. Employees who accrue in excess of 350 hours may be eligible to convert sick leave to vacation leave at the end of each year. Employees who have accrued in excess of 992 hours are eligible for additional compensation at the end of each year.

3. Regular full-time employees earn **vacation-annual leave** at the following rates:

0-5 years of service	80 hours	Year 11	128 hours
Year 6	88 hours	Year 12	136 hours
Year 7	96 hours	Year 13	144 hours
Year 8	104 hours	Year 14	152 hours
Year 9	112 hours	Year 15	160 hours
Year 10	120 hours	Year 16+	160 hours + 1 hour/year >15

 - *The City Commission, in its sole discretion, may grant credit for years of experience to highly-qualified employees.*

4. **Paid Holidays** New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, Christmas Eve afternoon (4 hours), Christmas Day, Good Friday afternoon (4 hours)

5. **Funeral Leave** 3 days for 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. The City offers group **Dental, Vision, Voluntary Life, and Supplemental** (Aflac) insurance at the employee's expense. Dental and Vision are pre-tax deductions. Employees may also enroll for a tax-free **Flexible Spending Account** for **Dependent Care** expenses.

BENEFITS BEGINNING AFTER 6-MONTH INTRODUCTORY PERIOD

1. **Group Life, AD&D, Long-Term Disability, and Line-of-Duty Insurance** is provided by City at no cost to employee. Life and AD&D are both equal to two times the employee's annual earnings to a maximum of \$150,000. LTD is equal to 60% of monthly earnings, reduced by deductible income, to a monthly maximum of \$6,500.

2. The City contributes 10% of an employee's annual base salary rate to a Money Purchase Pension Plan. This contribution is not deducted from the employee's salary and does not require a matching contribution. Employee is vested at 20% per year. The Plan is currently managed by Vanguard and has a variety of investment options available.