



## **BENEFIT SUMMARY**

**(Additional details given upon hire)**

**HEALTH INSURANCE**—Eligible on the 1<sup>st</sup> of the month following hire date. Employees may also elect to participate in a Flexible Spending Account (FSA).

**LIFE INSURANCE**—A City-paid policy will be provided at no charge to the employee in the amount of one year's annual salary rounded to the nearest \$1,000. (Example: If your annual salary is \$36,920, the covered amount of the policy will be \$37,000). This policy will continue to increase as salary increases until the max amount of \$50,000.

**DISABILITY INSURANCE**—Covers employees who are injured off the job. After ninety (90) days of work, this plan pays approximately 60% of your pay.

**SICK LEAVE**—Accrued at a rate of eight (8) hours per month of service, with no cap.

**VACATION LEAVE**—Accrued based on years of service:

After one (1) year of service:	40 hours/year
Two (2) years through nine (9) years:	80 hours/year
Ten (10) or more years:	120 hours/year
Twenty (20) or more years:	160 hours/year

**HOLIDAYS**—The City observes New Year's Day, Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the 4<sup>th</sup> Friday of November, Christmas Eve, Christmas Day, 4.0 hours on Good Friday, and one personal day as paid holidays.

**RETIREMENT**—Participation is mandatory in the County Employees Retirement System (CERS). Employee and employer pay a percentage (determined by CERS) of wages earned.

**CAREER DEVELOPMENT**—An educational assistance program

**OTHER VOLUNTARY DEDUCTIONS**—Deferred Compensation (Roth IRA, 401(k) and 457 plans; dental; vision; AFLAC; and Colonial Life