

Benefit	Details														
Health	<i>Provided through Anthem BCBS</i> <b>Premiums (per pay period):</b> Single – \$0                      Family – \$165.32														
Dental	<b>Premiums (per pay period):</b> Single – \$4.29                      Family – \$13.30														
Vision	<b>Premiums (per pay period):</b> Single – \$0.72 or \$2.67      Family – \$2.11 or \$7.83														
Life	<b>Coverage:</b> <ul style="list-style-type: none"> <li>• 1.5x annual salary (paid by the city)</li> <li>• \$50,000 supplemental employee coverage, \$25,000 per spouse and \$10,000 for child(ren) also avail. through payroll deduction</li> </ul>														
Retire- ment	<b>General Employees:</b> <ul style="list-style-type: none"> <li>• LAGERS L-6 program, offers 2.0% x Years of Service x Final Avg Salary over past 60 months</li> <li>• 5-year vesting period</li> <li>• 0% employee contribution</li> </ul>	<b>Public Safety:</b> <ul style="list-style-type: none"> <li>• 55% of average pay after 25 yrs of svc w/o regard to age</li> <li>• Early retirement w/reduced benefit from 20-24 yrs of service</li> <li>• 10% employee contribution</li> </ul>													
Deferred Comp	<i>Available through ICMA-RC and Nationwide, offers supplemental retirement benefit and tax shelter for public sector employees available through payroll deduction</i>														
Vacation	<table border="1"> <thead> <tr> <th data-bbox="367 1228 544 1255">Yrs of Svc</th> <th data-bbox="560 1228 771 1255"># Hours/Year</th> <th data-bbox="950 1228 1144 1255">Max Accrual</th> </tr> </thead> <tbody> <tr> <td data-bbox="367 1266 430 1293">0-9</td> <td data-bbox="560 1266 803 1293">80 (120 for fire)</td> <td data-bbox="950 1266 1209 1293">160 (240 for fire)</td> </tr> <tr> <td data-bbox="367 1304 446 1331">9-14</td> <td data-bbox="560 1304 820 1331">120 (168 for fire)</td> <td data-bbox="950 1304 1209 1331">240 (336 for fire)</td> </tr> <tr> <td data-bbox="367 1341 544 1369">Over 14 yrs</td> <td data-bbox="560 1341 820 1369">160 (224 for fire)</td> <td data-bbox="950 1341 1209 1369">240 (336 for fire)</td> </tr> </tbody> </table> <p><i>Unused hours are paid out upon separation of employment</i></p>			Yrs of Svc	# Hours/Year	Max Accrual	0-9	80 (120 for fire)	160 (240 for fire)	9-14	120 (168 for fire)	240 (336 for fire)	Over 14 yrs	160 (224 for fire)	240 (336 for fire)
Yrs of Svc	# Hours/Year	Max Accrual													
0-9	80 (120 for fire)	160 (240 for fire)													
9-14	120 (168 for fire)	240 (336 for fire)													
Over 14 yrs	160 (224 for fire)	240 (336 for fire)													
Sick	<i>All employees accrue sick leave at a rate of one day for each month of service, no max accrual, not paid out upon separation of employment</i>														
Holidays	<ul style="list-style-type: none"> <li>• 8 paid holidays plus 2 floating holidays per year (5.5 floating holidays per year for fire personnel on a 24-hour shift)</li> <li>• Additional floating holidays (up to 2 per year) avail w/perfect attendance</li> </ul>														
Other	<ul style="list-style-type: none"> <li>• Free use of fitness gym at City Hall for employee and family</li> <li>• Care leave coverage for employees w/o sick leave who need time off</li> <li>• Paid employee training</li> <li>• Tuition reimbursement up to 100%</li> <li>• Paid licenses and certifications if required for position</li> <li>• Paid uniforms</li> </ul>														