

BENEFITS FOR CITY EMPLOYEES

City workers begin their employment with 15 paid vacation days and 18 paid sick days that are allotted each year. Ten of the 18 sick days are designated for family sick leave. City Hall is closed and employees have a day off for 10 holidays each year, plus any election days.

On the first day of the month following their date of hire, employees are eligible for health insurance with a \$2,000 deductible. Once the deductible is met, the plan pays 80 percent with 20 percent paid out of pocket up to \$500. After that, the insurance pays at 100%.

Dental Insurance is offered with a \$1,000 coverage. Employees are allowed two cleanings per year that are covered at 100 percent of the cost. Extractions and fillings are covered at 80 percent of the total cost; dentures, crowns and bridges are covered at 50 percent of the total cost.

The City's vision plan pays 80 percent up to \$400, which covers an eye exam, glasses and contacts.

Six percent of City employees' paychecks goes into their pension, which is vested after 10 years. Retirement age is 55 if an employee's years of service and age equal 85. If you do not meet this requirement, then there will be a 1/4 percent penalty per month until you reach the age of 60. There is a Military service credit of 2 years.

Longevity begins on the third year of employment. As of December 2014, nine cents are added to your base salary. After that, it is added on odd years.

The City contributes \$125 per month, which adds up to \$1,500 per year, to employees' Health Reimbursement Arrangement that can be used for anything the insurance covers, i.e. deductibles, co-pays for prescriptions, etc. It cannot be used for vision or dental. These funds roll over each year. If you have not used any of the money, it can be used for insurance premiums when you retire or for medical claims.

Employees can contribute up to \$1,500 each year to a flex spending account. This can be used for anything the insurance does not cover, i.e. vision over the \$400 or dental work over \$1,000.

Employees can take long-term disability for non-work related injuries, but they have to be off 90 days. If you know you are going to be off for an extended period of time you can start paperwork before that 90 days.

Basic life and AD&D life insurance (\$50,000 for each) is free of charge to City employees. Supplemental life insurance is available at a certain number of cents per thousand based on a person's age.

Additionally, City employees receive free parking if working downtown and are eligible for tuition reimbursement should they decide to advance their education in their field.

There is a probationary period of 6 months, which includes an evaluation after three months and again at six months.