



Benefit Listing

Revised 10-30-2018

| | Regular | Fire Fighters | Police |
|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|---------------------------------------------------|---------------------------------------------------|
| Stand by Pay | Non-exempt positions | No | Certain Positions |
| Call Back Pay | Non-exempt positions | Yes | Certain Positions |
| Holidays | 9 days | 9 days | 9 days |
| Vacation Leave | | | |
| 1 - 36 months | 4 hours per pay period = 104 hrs a year | 5.30 hours per pay period = 137.80 hrs a year | 4 hours per pay period = 104 hrs a years |
| 37 - 60 months | 5 hours per pay period = 130 hrs a year | 6.15 hours per pay period = 159.90 hrs a year | 5 hours per pay period = 130 hrs a year |
| 61 - 119 months | 6.50 hours per pay period = 169 hrs a year | 7.75 hours per pay period = 201.50 hrs a year | 6.50 hours per pay period = 169 hrs a year |
| 120 - 149 months | 7 hours per pay period = 182 hrs a year | 9.15 hours per pay period = 237.90 hrs a year | 7 hours per pay period = 182 hrs a year |
| 150 - 239 months | 7.50 hours per pay period = 195 hrs a year | 10.30 hours per pay period = 267.80 hrs a year | 7.50 hours per pay period = 195 hrs a year |
| 240 months or more | 8.50 hours per pay period = 221 hrs a year | 11.20 hours per pay period = 291.20 | 8.50 hours per pay period = 221 hrs a year |
| Vacation Balance Maxium | 260 Hours | 330 Hours | 260 Hours |
| Sick Leave | 4 hours per pay period = 104 hrs a year | 4.98 hours per pay period = 128.70 hrs a year | 4 hours per pay period = 104 hrs a year |
| Personal Days (Floating Holidays) | 24 Hours | 24 Hours | 24 Hours |
| Safety Morale Day | 1 day | 1 day | 1 day |
| Jury Duty | Yes | Yes | Yes |
| Military Leave | 15 days | 15 days | 15 days |
| Bereavement Leave | 3 days | 1 day (24 hour shift) | 3 days |
| P.E.R.A. = Public Employee Retirement Association (Employee%/Employer%) | 6.25% / 13.95% Plan 2 | 13.30% / 26.05% Plan 5 | 13.40% / 23.30% Plan 5 |
| Social Security | Yes (6.20%) | Yes (6.20%) | Yes (6.20%) |
| Medicare | Yes (1.45%) | Yes (1.45%) | Yes (1.45%) |
| Insurance - Health, Dental, and Vision (Employee%/Employer%) | 20%/80% | 20%/80% | 20%/80% |
| Basic Life (\$10,000 employee, \$2,000 Spouse, \$1,000 Children) | Paid 100% by Employer | Paid 100% by Employer | Paid 100% by Employer |
| 125 Cafeteria Plan Premium Only (Health, Dental, Vision) | Optional | Optional | Optional |
| Volunteer Insurance Products (Supplemental Term Life, Dependant Life, Accident, Hospital Indemity, and Short Term Disability). | Optional Employee pays 100% | Optional Employee pays 100% | Optional Employee pays 100% |
| Uniform/ or Uniform Allowance | Uniforms provided for field workers | \$100.00 monthly for Fire Fighters | \$100.00 monthly for Police Officers |
| Take Home Vehicle | Certain Positions | Certain Positions | Yes (Police Officers) |
| Tool Allowance | Certain Positions (\$40.00 a month) | No | No |
| Cellular Allowance | Certain Positions (\$30 or \$50 a month) | Certain Positions (\$30 or \$50 a month) | Certain Positions (\$30 or \$50 a month) |
| Unemployment Insurance | Yes | Yes | Yes |
| Sick Leave Donation | Voluntary up to 10% of any balance over 120 hours | Voluntary up to 10% of any balance over 120 hours | Voluntary up to 10% of any balance over 120 hours |
| ICMA Deferred Compensation Plan | Optional Employee pays 100% | Optional Employee pays 100% | Optional Employee pays 100% |
| Nationwide (P.E.R.A.) 457 Deferred Compensation Plan | Optional Employee pays 100% | Optional Employee pays 100% | Optional Employee pays 100% |