

**CITY EMPLOYEES ASSOCIATION**  
**Benefit Summary – Effective 10/1/2011**

Retirement: PERS 2% @ 55, single highest year coordinated with Social Security and Medicare. City offers paid retiree medical insurance at same rate as active employees. Employees pay 3% of PERS Member Share; City pays 4%.

Medical Insurance: \$1,096.36/month for employee and dependents' medical insurance under PERS. Cost for Employee Assistance Program (\$9.14) deducted from \$1,096.36

Educational Incentive: Up to \$334.21 for B.A. if job doesn't require it.

Optical/Dental/Life/AD&D: \$135.00/month City contribution. Employee & eligible dependents may be covered for optical and dental. \$30,000 term life policy provided by City; employee can purchase additional self and dependent coverage at group rates. AD&D insurance policies provided for employees.

Flex Plan: Section 125 Plan, allows for payment of employee-paid insurance, medical treatment, and dependent care expenses with pre-tax dollars.

State Disability Insurance: Coverage provided through State Employment Development Department for short-term disability. Costs borne by union employees.

Long-Term Disability: City provides fully-paid LTD insurance. Continuance of 66 2/3% of first \$9750 of employee's salary after a 60-day waiting period. Applies to non-job related occurrences.

Work Schedule: 4/10 (4 days/week; 10 hrs/each day). City Hall closed on Fridays.

Holidays: 11 fixed paid holidays plus 1 day of personal leave/floating holiday per year.

Vacation Leave: 96 hours (1-5 years); 120 hours (6 – 10 years); 144 hours (11 – 15 years); 176 hours (16+ years). Leave can be used after 6 months of service. Annual cash conversion option.

Sick Leave: 8 hours per month. 100% payment for accrual over 600 hours and percentage of unused leave paid upon retirement or separation.

Bereavement Leave: Three (3) working days [one workweek where travel is 500 miles or more] for qualifying incident.

Tuition Reimbursement: Up to \$1750/year for tuition and books.

Longevity Pay: Up to \$66.84/mo for 5 yrs of service; Up to \$133.68 for 10 yrs of service; Up to \$200.53/mo for 15 yrs of service.

Uniform Allowance: Dollar amount varies for specific classes.

Other: Voluntary participation in Credit Union; Long-Term Care (premiums paid by employee)  
Deferred Compensation Program (457).  
Payroll Direct Deposit.  
Up to \$4,000 interest free computer loan

Revised: November 22, 2011