

**MANAGEMENT/CONFIDENTIAL**  
**2011 Benefit Summary**

Retirement: Miscellaneous employees - PERS 2% @ 55 coordinated with Social Security and Medicare. Public Safety employees - 3% @ 50 (Police); 3% @ 55 (Fire). Single highest year.

Additional Pay: \$1200/month for employee and dependents' medical insurance under PERS, deferred compensation or additional salary. Reported to PERS as compensation.

Deferred Compensation: City match up to five percent (5%) of employee's total pay into 401(a).

Optical/Dental: Fully paid for employee and eligible dependents.

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

Employee Assistance Program: Mandatory enrollment in EAP.

Life Insurance: \$50,000 term life policy provided by City; employee can purchase additional self and dependent coverage at group rates.

Long-Term Disability: In addition to basic LTD plan (66 ⅔ % of first \$9,750 after 60-day waiting period), City provides Executive LTD which pays 75% of first \$12,000 of employee's salary less the amount of any other income, up to a total of \$2,500. Applies to non job-related occurrences. 90 day waiting period.

Holidays: 12 fixed paid holidays; 8 hours of prorated floating holiday per year. Battalion Chiefs paid 156 hours.

Vacation Leave: 96 hours (1-5 years); 120 hours (6 – 10 years); 144 hours (11 – 14 years); 200 hours after 14 years. Leave can be used after 6 months of service. Annual cash conversion option.

Sick Leave: 8 hours per month. Partial payment for accrual over 1056 hours; 100% payment upon separation with 5 years of service.

Executive Leave: 10 days for Department Heads; 7 days for Management/Confidential employees.

Exceptional Leave: City Manager may provide up to eight (8) days in recognition of extraordinary service. May be taken as time off or cashed in.

Bereavement Leave: Three (3) working days (or 40 hours where travel is 500 miles or more) for qualifying incident.

Tuition Reimbursement: Up to \$2,000/year for work-related college courses.

Educational Incentive Pay: Deputy Fire Chief \$791.78 for Master's; Battalion Chief \$1170.19/mo for Bachelor's, \$1755.28 for Master's.

Certification Pay: Chief Officer Cert Pay for Fire Management as follows: \$659.82/mo for Deputy Fire Chief, \$585.09 for Battalion Chiefs.

Other: Voluntary participation in Credit Union  
Deferred Compensation Program (457)  
Payroll Direct Deposit  
Up to \$4,000 interest free computer loan