

SUPERVISORY AND PROFESSIONAL 2011 Benefit Summary

Retirement: PERS 2% @ 55, single highest year coordinated with Social Security and Medicare. PARS .5 @ 55, members contribute 1% of their total pay. City offers paid retiree medical insurance at same rate as active employees.

Additional Pay: \$1136.27/month for employee and dependents' medical insurance under PERS, deferred compensation or additional salary. Reported to PERS as compensation. Cost of Employee Assistance Program (\$9.14) deducted from \$1136.27.

Educational Incentive Pay: Up to \$449.38/month for B.A. if job doesn't require it.

Longevity Pay: Up to \$449.38/month for 20 years of service.

Certification Pay: Up to \$449.38/month with Department Head approval.

Bilingual Pay: Up to \$224.69/month with Department Head approval.

Optical/Dental/Life and AD&D: City contribution in the amount of \$161.65/month.

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

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

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. Applies to non-job related occurrences. 60-day waiting period.

Holidays: 12 fixed paid holidays; 8 hours of prorated 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; 100% payment at separation with 5 years of service.

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

Tuition Reimbursement: Up to \$1250/year for tuition and books.

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