



EMPLOYEE BENEFIT SUMMARY - 1/1/2024

CATEGORIES	MEDICAL & LIFE INS.		OTHER BENEFITS						PAID LEAVES & anything Provided by Law				PERS - City Paid		RSP	ADD. PAY	
	MEDICAL DENTAL VISION Pre-Tax	LIFE/\$100K City paid \$100K avail. at hire w/o cert. Over \$100K - \$300K, exam req./employee pays dif.	A.D.D. \$100,000 City Paid	FSA \$3,050 Yrly Max	AFLAC Optional Insurance Employee Paid	TUITION REIMB. Per Approval	GYM MEM. \$50 Max	EAP	11 PAID HOLIDAYS Not incld in OT calc. & prorated when necessary	VACATION	SICK LEAVE	COMP TIME	OPSRP PENSION 6 mo. wait & 600 hrs/5 yrs. to vest.	IAP (Like 401k) 22A/B 6 mo. wait 600 hrs 6% contrib. Vested immediately	457B DEF. COMP \$22,500 Yrly Max Pre-Tax Plan Opts.	DATA ALLW. Taxed	CAR ALLW. Taxed
DIRECTORS	90/10%	YES	YES	YES	YES	YES	YES	YES	128 hrs Increase w/longevity Max Acc. 320 hrs	3 wks accrues monthly	NO	YES	YES	YES	\$60		
FULL TIME EXEMPT SALARIED	90/10%	YES	YES	YES	YES	YES	YES	YES	88 hours - Increase w/longevity/ Max. Acc. 320 hrs	3 wks accrues monthly	NO	YES	YES	YES	\$15-60 As Apprv.	As Apprv.	
FULL TIME NON EXEMPT 35-40 hrs per wk	90/10%	YES	YES	YES	YES	YES	YES	YES - 9 hrs a day shift employee must take an hour of comp. or vacation	88 hours - Increase w/longevity/ Max. Acc. 320 hrs	Accrues 2.31 hrs per 40 hrs worked	YES @ 1.5 hrs Max of 80 hrs	YES	YES	YES	\$15-60 As Apprv.	As Apprv.	
PART TIME BENEFITS 30-34.99 hrs per wk	90/10%			YES	YES	YES	YES	YES	88 pro-rated hrs/increase w/longevity/Max. Acc. 320 hrs	Accrues 2.31 hrs per 40 hrs worked	Yes @ Straight Time Max of 80 hrs	YES	YES	YES	\$15-60 As Apprv.		
PART TIME NO BENEFITS 20-29.99 hrs per wk				YES	YES	YES	YES	YES	88 prorated hours based on schedule/increase w/longevity/Max. Acc. 320 hrs	Accrues 2.31 hrs per 40 hrs worked	Yes @ Straight Time Max of 80 hrs	YES	YES	YES	\$15-60 As Apprv.		
POLICE UNION	City Pays Employee then 90/10% Split	YES	YES	YES	YES	YES	YES \$50	YES	11 Holidays	See CBA	See CBA	See CBA	YES	YES	See CBA		
PART TIME 0 - 19.99 hrs per week. NO BENEFITS				NO	YES	YES	YES	YES	Depending on schedule		Accrues 2.31 hrs per 40 hrs worked	Limited, must be approved Straight time	DEPENDS ON ELIGIB.	DEPENDS ON ELIGIB.	YES		