

EMPLOYEE BENEFITS AND ELIGIBILITY TIME FRAMES:

(These benefits do not apply to personnel hired as temporary)

1. Worker's Compensation: All employees are eligible at onset of employment.
2. Social Security: All employees are eligible at onset of employment. Deductions are made from all employees pay and equal amount is added to it by the City.
3. Bereavement Leave: Regular full-time employees, including probationary employees are eligible for three (3) days at onset of employment.
4. Holiday Pay: Full-time regular employees, including probationary employees are eligible for ten (10) paid holidays a year, at onset of employment.
5. State Retirement: Full-time employees are automatically enrolled at onset of employment. City funds this program.
6. Health Insurance: Full-time regular, including probationary employees are eligible the first day of the (7th) month, following completion of six months employment. City pays premium for the employee. Dependent coverage is available at \$60.00 per week.
7. Annual Leave: Full-time regular employees after completion of twelve (12) months employment, receive eight (8) hours per month, retroactive to the month hired. Upon completion of seven (7) years continuous employment, each full-time employee's annual leave shall increase by four (4) hours per month, except, sworn police officers who get twelve (12) hours per month from date of employment.
8. Sick Leave: Full-time regular employees, after completion of twelve (12) months employment, receive eight (8) hours per month, retroactive to the month hired. There is no limit on sick leave; no pay given upon termination. But, in the event of death, unused sick leave will be paid to the beneficiary.
9. Leave of Absences: Employees are eligible for up to 12 weeks of unpaid job protected leave if they have worked for the City at least one year, and for 1,250 hours (FMLA).
10. Unemployment Compensation: Employees who are involuntarily separated for employment and who file a claim and meet certain qualifications may be eligible to receive unemployment compensation benefits.