

2024 – STANDARD CITY BENEFITS

RETIREMENT	<p>Three tier system:</p> <ul style="list-style-type: none"> • <u>Tier one</u> - Employees hired prior to April 30, 2011; 2% at 55 Public Employees Retirement System (PERS) retirement benefit • <u>Tier two</u> - Employees hired after April 29, 2011; 2% at 60 Public Employees Retirement System (PERS) retirement benefit. • <u>Tier three</u> - Employees hired after December 31, 2012; 2% at 62 Public Employees Retirement System (PERS) • No participation in Social Security; there is a deduction for Medicare
RETIREE HEALTH	<ul style="list-style-type: none"> • City-paid retiree medical 55-65 = same health benefits premium as active employees (Retiree +1) • City-paid medical at Medicare eligibility (65) = Minimum Employer Contribution (\$151 for 2022) • Vesting Schedule: <ul style="list-style-type: none"> ○ Hired on or before December 31, 2014 100% Vested ○ Hired on or after January 1, 2015 25% @ 5 years; 50% @ 10 years; 100% @ 15 years
COLA INCREASES	<ul style="list-style-type: none"> • There is a 4% COLA that will be effective July 2024 and 2025.
VACATION	<p>0-4 Years: 80 hours (accrued bi-weekly) 5-9 Years: 120 hours (accrued bi-weekly) 10+ Years: 160 hours (accrued bi-weekly)</p>
MEDICARE	Employee paid
HOLIDAYS	Twelve annually, plus 1 floating Holiday
SICK LEAVE	Annual accrual is 96 hours (accrued bi-weekly). Upon accumulation of 96 hours sick time, up to 40 hours may be converted to vacation as outlined in the Personnel Rules and Regulations.
HEALTH INSURANCE	Effective January 1, 2024 City contributes up to a maximum of \$1,991 per month for Health Insurance (medical, dental, and vision) for full-time employees and eligible dependents.
STATE DISABILITY	Employee paid
TERM LIFE INSURANCE/AD&D	Coverage equal to one year’s annual salary – City paid
DEFERRED COMPENSATION	Voluntary employee participation in four (4) 457 plans
EMPLOYEE ASSISTANCE PROGRAM	The EAP provides clinical and short-term counseling, as well as assistance for financial, legal, childcare and eldercare issues.
TUITION REIMBURSEMENT	Up to \$3,000 per calendar year with pre-approval.
FLEXIBLE SPENDING ACCOUNT	Voluntary employee participation in flexible spending account/s. (Medical and Dependent Care); no contribution by the City.