

**WAGE:** \$157,227.20 - \$196,539.20 Annually – FY 23/24

\$166,025.64 - \$207,521.64 Annually – FY 24/25

\$171,017.64 - \$222,331.20 Annually – FY 25/26

\$176,155.20 - \$228,987.24 Annually – FY 26/27

**HOLIDAYS:** 12 paid holidays per year plus 8 hours of holiday credit.

**MANAGEMENT LEAVE:** Eighty hours of Management Leave is provided annually.

**VACATION:** Accrual normally begins at a rate of two weeks per year, with incremental increases to five weeks at 21 years of service. Employees may accumulate up to two times their annual accrual.

**SICK LEAVE:** Accumulated at 8 hours per month, 96 hours per year. Employees may accumulate up to 2,200 hours.

**MEDICAL INSURANCE:** Health, dental and vision coverage is provided. The City's monthly contribution to health, dental and vision benefits is based on a three-tier system as follows:

\$ 1701.00 Employee + Family

\$ 1204.00 Employee + 1 Dependent

\$ 673.00 Employee Only

\$ 450.00 Opt Out

The employee pays the balance. An employee who opts out of health coverage receives the amount noted above **minus dental and vision premium** on their paycheck and *treated* as taxable income. Dental and vision coverage continuation is available upon retirement.

**LIFE INSURANCE:** Provided in the amount of \$120,000 by the City. Supplemental coverage is available at employee cost.

**LONG TERM DISABILITY INSURANCE:** Coverage is provided by the City, at City cost. This benefit pays 66 2/3% of the first \$12,000 per month in salary.

**DEFERRED COMPENSATION:** With matching contributions by the employee, the City will contribute 1.5% of salary, (increasing to 2.5% at 9 years of service) to a voluntary 457 Plan and for Executives the City also contributes 3% to a mandatory 401(a) Money Purchase Plan, requiring a 3% employee contribution. For Charter Officers, the 401(a) Plan contribution is 5% for employee and City.

**RETIREE HEALTH SAVINGS ACCOUNT (RHS):** \$2,400 initial deposit provided upon completion of a two (2) year vesting period, after initial contribution is made, the City shall

contribute \$100 per month

**EMPLOYEE ASSISTANCE PROGRAM:** Available to employees and dependents. Plan provides up to 3 counseling visits per incident, at City expense.

**EDUCATIONAL INCENTIVE:** Master's Degree Pay in the amount of 5% of salary.  
Bachelor's Degree Pay in the amount of 2.5% of salary.

**LONGEVITY PAY:** 2.5% of salary at 10 years of service.