These benefits are available at the first of the month after 60 days of employment:

1. Health Insurance – BCBS – POS Access Plan
   POS Plan – $2000 Deductible – Cost of Coverage for dependent(s) semi-monthly
   Employee  Child(ren)  $101.52  Spouse  $109.33  Family  $226.83

2. Life Insurance – Lincoln Financial ($25,000)
   Life Insurance policy with is paid for by the City at $3.19 semi-monthly.

3. Dental Insurance – MetLife – City pays for Employee Coverage (Low/High Plan)
   A. Cost of coverage for dependent(s) semi-monthly - Low Plan
      Employee  $0.00  Child(ren)  $16.16  Spouse  $14.23  Family  $33.48
   B. Cost of coverage for dependent(s) semimonthly - High Plan
      Employee  $1.11  Child(ren)  $22.81  Spouse  $16.52  Family  $42.24

4. Long Term Disability – Lincoln Financial (Covered by the City)

5. Vision Insurance – Ameritas VSP, EYEMED, or Vision Perfect Plan – Cost of Coverage semi-monthly
   Employee  $4.05  Child(ren)  $7.08  Spouse  $8.11  Family  $11.13

6. Retirement/Pension - GMA
   An employee has to be employed for 1 full year. This is paid for by the City. A person is not considered fully vested until he reaches his/her 10th year. An employee can be vested at 50% on their 5 year anniversary, 60% on their 6 year anniversary etc.

7. Other Coverage
   There are a number of other groups that the employee can choose, but he/she makes the contribution: Aflac, Colonial Life, MetLife, Nationwide, Legal Services, Boston Mutual, etc.

8. Annual Leave (Vacation)
   A full time employee earns ½ of a day per month for the first year of service – 6 days. Accumulation begins as soon as the employment begins, but cannot be taken until after 3 months of continuous service. Employees with one or more years of continuous service earn leave at the rate of 1 day per month – 12 days. After 10 years of continuous service, an employee can earn leave at the rate of 1 ½ day per month – 18 days. Vacation leave may be accrued to a maximum of 240 hours.

9. Sick Leave
   A full time employee accrues sick leave at the rate of 1 day per month – 12 day per year, and may accumulate unused sick leave indefinitely. Accumulation begins as soon as the employment begins, but sick leave may not be taken until after 3 months of continuous service. Upon separation from the city service, an employee shall not receive payment for accumulated sick leave.

10. 12 Paid Holidays