



Benefit Listing

Revised 7/1/2023

	Regular	Fire Fighters	Police
Stand by Pay	Non-exempt positions	No	Certain Positions
Call Back Pay	Non-exempt positions	Yes	Certain Positions
Holidays	12 days	12 days	12 days
Vacation Leave			
6 months	40 hours/1 week	53.20 hours	40 hours/1 week
12 months	40 hours/ 1 week	53.20 hours	40 hours/1 week
13-60 months	80 hours annually at anniversary/ 2 weeks	106.40 hours annually at anniversary	80 hours annually at anniversary/ 2 weeks
61-120 months	120 hours annually at anniversary/ 3 weeks	159.60 hours annually at anniversary	120 hours annually at anniversary/ 3 weeks
121-240 months	160 hours annually at anniversary/ 4 weeks	266.00 hours annually at anniversary	160 hours annually at anniversary/ 4 weeks
241 months or more	200 hours annually at anniversary/ 5 weeks	266.00 hours annually at anniversary	200 hours annually at anniversary/ 5 weeks
Vacation Balance Maxium	260 Hours	330 Hours	260 Hours
Sick Leave- Part time employees receive half	4 hours per pay period = 104 hrs a year	4.98 hours per pay period = 128.70 hrs a year	4 hours per pay period = 104 hrs a year
Jury Duty	Yes	Yes	Yes
Military Leave	15 days	15 days	15 days
Bereavement Leave	3 days	48 hours or 1 shift	3 days
P.E.R.A. = Public Employee Retirement Association (Employee%/Employer%)	7.25% / 15.20% Plan 2	15.80% / 27.30% Plan 5	14.40% / 24.55% Plan 5
Social Security	Yes (6.20%)	Yes (6.20%)	Yes (6.20%)
Medicare	Yes (1.45%)	Yes (1.45%)	Yes (1.45%)
Insurance - Health, Dental, and Vision (Employee%/Employer%)	20%/80%	20%/80%	20%/80%
Basic Life (\$10,000 employee, \$2,000 Spouse, \$1,000 Children)	Paid 100% by Employer	Paid 100% by Employer	Paid 100% by Employer
125 Cafeteria Plan Premium Only (Health, Dental, Vision)	Optional	Optional	Optional
Volunteer Insurance Products (Supplemental Term Life, Dependant Life, Accident, Hospital Indemity, and Short Term Disability).	Optional Employee pays 100%	Optional Employee pays 100%	Optional Employee pays 100%
Uniform/ or Uniform Allowance	Uniforms provided for field workers	\$100.00 monthly for Fire Fighters	\$100.00 monthly for Police Officers
Take Home Vehicle	Certain Positions	Certain Positions	Yes (Police Officers)
Tool Allowance	Certain Positions (\$40.00 a month)	No	No
Unemployment Insurance	Yes	Yes	Yes
Sick Leave Donation	Voluntary up to 10% of any balance over 120 hours	Voluntary up to 10% of any balance over 120 hours	Voluntary up to 10% of any balance over 120 hours
ICMA Defered Compensation Plan	Optional Employee pays 100%	Optional Employee pays 100%	Optional Employee pays 100%
Nationwide (P.E.R.A.) 457 Defered Compensation	Optional Employee pays 100%	Optional Employee pays 100%	Optional Employee pays 100%