

EMPLOYEE BENEFITS OVERVIEW

Starting Pay: \$57,792. Additional incentive pay for TCLEOSE Int., Adv., and master certifications, College degrees, bi-lingual, and longevity.

Retirement

Municipal Retirement System

Employee Contributions: 7% (Tax Deferred/Pre-Tax)

Department Contributions: 14% matching

5 year vesting

25 years at any age

5 years service at 60 years of age

Deferred Compensation

Two IRS 457 plan options (similar to 401K plans in private sector)

Employee can contribute up to \$15,500 per year tax deferred (2007 rate)

Employee regulates investment strategy

Health Insurance

HMO, PPO, and HSA health plans

Department pays 100% of employee's coverage.

Department pays for 50% of spouse/dependent coverage

Employee offered IRS (125 Plan) Tax Deferred Medical Account

Dental Insurance

DHMO policy

Department pays 100% of employee's DHMO coverage

Department pays for 50% of dependent DHMO coverage

AFLAC Supplemental Insurance

Available for purchase at employee's cost

Life Insurance

\$50,000.00 policy provided by department

Additional coverage available at employee expense.

Sick Leave

Department provided sick leave earns 5.33 hours per month (64 hours per year)

4 personal days

Vacation

Department paid vacation time

Earn two weeks per year for 1-5 years of service

Earn three weeks per year for 6-15 years of service

Earn four weeks per year for 16+ years of service

Holidays

Department paid holidays (10 per year)

For more information contact:

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