

Non-Union Benefits Summary - 2025

Sick Leave	96 hrs. per year
Holidays	10 + 4 floating
Funeral Leave	up to 5 days per year
Employee Assistance Program (EAP)	First five (5) visits FREE per area of concern

Vacation Schedule	
Length of Service	Days per year
First year	10
2-9 years	15
10+ years	20

Health Care Coverage			
Medical**	HMO / EPO <ul style="list-style-type: none">• \$500 single / \$1,000 family deductible• \$20 office visit co-pay (primary care) / \$40 specialist co-pay• \$40 urgent care co-pay, \$100 emergency room co-pay• Co-insurance: 80% / 20% to \$1,000 for single, \$2,000 for family PPO <ul style="list-style-type: none">• \$750 single / \$1,500 family deductible• \$25 office visit (primary care) / \$50 specialist co-pay• \$50 urgent care / \$100 emergency room co-pay• In-network co-insurance: 80% / 20% to \$1,000 single, \$2,000 family• Out-of-network co-insurance: 50% / 50% to \$5,000 single, \$10,000 family		
Medical Cost Share (5% Monthly)		EPO	PPO
	Single	\$27.78	\$27.28
	Couple	\$64.26	\$63.11
	Family	\$73.72	\$72.41
Dental***	<ul style="list-style-type: none">• 20% co-pay on all preventative / basic care (exams, x-rays, fillings).• Annual benefit of \$1,200 per family member.		
Optical**	\$10 yearly exam; \$140 frame allowance		
Prescription Coverage**	\$10 generic, \$30 brand name and \$80 non-preferred Specialty drugs shall have 50% employee co-pay.		
Insurance Opt Out	The City shall offer a medical insurance buyout at the rate of \$83.92 Single or \$130.00 Couple/Family per pay period based on twenty-six pay periods per year should the employee elect to opt out of the City’s health care insurance. Waiver does not apply to dental or optical.		
Retirement Health Savings Plan	With a 3% Employee contribution, the City will make a 3% contribution of your base salary into a RHS savings account to assist with health-related expenses after you retire. Vested 20% per year with full vesting after 5 years of service.		
Additional Benefits			
Defined Contribution Plan - 401(k)	City will contribute 9% of base salary into a 401(k) plan. City will also match up to 3% of any additional contribution (maximum City contribution is 12%). Vested 20% per year with full vesting after 5 years of service.		
Voluntary 457 Plan for DC Participants Only	City will match dollar for dollar with the Employee, on a pre-tax basis, contributions of \$20, \$30, or \$40. Can only change amount once a year.		
Tuition Reimbursement	· Up to \$5,000 per year		
Life Insurance	· 3 times annual base salary.		
Disability	Short -Term** <ul style="list-style-type: none">· 66 2/3 of weekly salary		
	Long - Term*** <ul style="list-style-type: none">· 66 2/3 of monthly salary		
Benefits start after 30 days of employment *Benefits start the first day of the month after 120 days of employment			