

Vacation Time for employees working 80 hours per pay period:

- 40 hours after 1 year of completed service
- 80 hours after 2-9 years of completed service
- 120 hours after 10-14 years of completed service
- 160 hours after 15+ years of completed service.

Vacation time for employees working 80 hours per pay period caps at 240 hours. Vacation time is granted on the employee's anniversary date.

Sick Leave will accrue after 6 months employment. Employees working 80 hours per pay period will earn 3.69 hours sick leave per pay period.

Holidays 18 paid holidays per year

Longevity Pay paid the 2nd pay date in November each year.

- 1-4 years \$300
- 5-9 years \$425
- 10-14 years \$475
- 15-19 years \$575
- 20+ years \$675

Insurance – The City offers Local Government Insurance Plan thru Blue Cross. It is medical and dental insurance. Employee insurance is paid 100% by the City. The employee will be required to pay 20% of the dependent portion of the premium. The dependent insurance is \$846 per month for 2023. The employee will be required to pay \$169.20 per month. If the employee has proof of other medical coverage (employee or family) and does not utilize the City insurance, we will pay a stipend of \$225.20 per month.

The City will provide a \$15,000 life insurance plan on the employee at no cost to the employee for the duration of their employment (discounted after age 65).

VSP, AFLAC, Colonial Life, and Liberty National policies are all available thru the City. These are employee paid premiums only.

Retirement – Retirement is thru Employee Retirement Systems of Alabama. Withholdings and matchings are mandated by RSA. Employees contribute at a rate of 7.5% (FLC 8.5%). RSA-1 is a voluntary retirement program administered by RSA. The City does not match RSA-1 contributions.

If employment is offered to the candidate, it is contingent on passing a background screen and drug screen.

Some departments offer a City vehicle to drive home, cellular phone and uniforms.