



CITY OF HENDERSON, NEVADA

Police Officers Contract (HPOA)

Benefits Summary

INSURANCE

- Health Insurance: Medical, Prescription, Dental, Vision.
- Employer paid Long Term Disability.
- Employer paid Term Life Insurance - \$50,000 or one times annual salary, whichever is higher.
- Employee Assistance Program.
- Medicare – Employee and City each pay 1.45%.

RETIREMENT

- Employer paid membership in the State of Nevada Public Employees Retirement System (PERS).
- No Social Security tax on employee's wages.
- Vantagecare Retirement Health Savings (RHS) program.
- Service based retiree health insurance subsidy.

UNIFORM ALLOWANCE:

- The City provides a clothing and personal effects allowance for employees required to wear a uniform.

PAID LEAVE

Vacation

- Employee credited with 20 hours of annual leave at the end of the first six (6) months of employment. Annual leave will accrue from month 7 to month 12 at 3.33 hours per month (total 40 hours first year of employment).
- Accrued at 10 hours per month after first year through fifth year; 13.33 hours per month for the sixth through twelfth year; 16.67 hours per month upon completion of twelfth year and beyond.

Sick

- Accrued at one shift per month from date of hire.

Bereavement

- Three consecutive days of leave, with pay, per occurrence, to attend funeral for immediate family member; increased to one work week when funeral is held 400 statute miles or more from City of Henderson.

Holidays

- 12 paid holidays per year.
- Two (2) floating holidays per year.

WORK WEEK

- Police Officers/Four Day, 10-hour day, 40-hour week.
- Corrections/Average 40-hour week with combination 12 hour days and 8 hour days.

VOLUNTARY BENEFITS

- IRC 457 Deferred Compensation Plan
- IRC 401A Deferred Compensation Plan (new/re-hired employees only)
- Supplemental Term Life Insurance
- Cancer/Catastrophic Illness Insurance
- IRC125 Plan
- Employee Network Membership
- 529 College Savings Plan