



CITY OF HENDERSON, NEVADA

Teamsters Contract Benefits Summary

INSURANCE

- Health Insurance: Medical, Prescription, Dental, Vision.
- Employer paid Long Term Disability.
- Employer paid Term Life Insurance - \$60,000 Life Insurance on employee.
- 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.

UNIFORM ALLOWANCE:

- The City provides a clothing and personal effects allowance for employees required to wear a uniform.
- A shoe allowance is provided on an annual basis to those employees required to wear safety shoes.

PAID LEAVE

VACATION

- Employee credited with 19 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 3.167 hours per month (total 38 hours first year of employment).
- Accrued at 9.5 hours per month after first year through fifth year; 12.67 hours per month sixth through twelfth year; 15.83 hours per month upon completion of twelfth year and beyond.

SICK LEAVE

- Accrued at 9.5 hours per month from date of hire.

BEREAVEMENT LEAVE

- 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

- Four day, 9.5 hour work day, 38 hour work week.
- Three day, 12 hour work day, 38 hour work week for certain positions.

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