



# 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 - \$75,000 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.
- Retirement Health Savings (RHS) program.

### **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/hire employees only
- IRC 125 Flexible Benefits Plan
- Cancer/Catastrophic Illness, Accident, Short Term Disability Insurance
- Auto and Home Insurance
- 529 College Savings Plan
- Supplemental Term Life Insurance
- Legal Insurance
- Pet Insurance
- Identity and Credit Protection
- Employee Network Membership