



Benefits Summary 2026

HEALTH INSURANCE: Public Employee Insurance Program (PEIP):

- Employee Only: Premiums are paid for by the city
- Family: *Advantage* \$327.06/ month or *H.S.A.* \$226.27/ month

**If any FT employee opts out of enrolling of health insurance, they receive \$443.75/month

HEALTH SAVINGS ACCOUNT (HSA) city funded for benefit eligible plans

- Employee Only \$4,400 Annually
- Family - \$8,750 Annually

DENTAL: Delta Dental -Premiums for **Employee Only** and **Family** plans are paid for by the city.

LIFE INSURANCE: The city pays for \$25,000 of Basic Employee Life Insurance/ AD&D

- Additional Voluntary Life coverage options offered for employees to purchase

FLEX SPENDING (FSA)

- Health Care Flexible Spending Account- up to \$3,400 Annually
- Dependent Care Flexible Spending Account - up to \$7500 Annually

EYE MED: Vision Insurance

- Employee \$7.21, Employee + Spouse \$13.70, Employee + Children \$14.42, Family \$21.20

AFLAC: Short Term Disability, Cancer Protection, Hospital Choice, Accident Advantage and Critical Care.

PENSION PLAN (PERA):

- General Coordinated: City: 7.5 % Employee: 6.5 %
- Police Department: City 17.7 % Employee 11.8 %

PAID HOLIDAYS (Union positions may differ holidays)

New Year's Day	Juneteenth	Thanksgiving Day
Martin Luther King, Jr.	Independence Day	Friday after Thanksgiving
President's Day	Labor Day	Christmas Eve
Good Friday	Indigenous People Day	Christmas Day
Memorial Day	Veteran's Day	

EARNED SICK AND SAFE TIME (ESST) 1 hour accrued for every 30 hours worked (full-time and part-time employees)

SICK TIME: 8 hours for each calendar month

VACATION ACCRUAL:

First (1) year:	6 days (48 hrs)
Second (2) year	12 days (96 hrs)
Sixth (6) year	18 days (144 hrs)
Tenth (10) year	24 days (192 hrs)
Fifteenth (15) year	27 days (216 hrs)