

## City of Cañon City Benefit Summary

### Paid Holidays (7 1/2)

New Year's Day	Labor Day	Thanksgiving Day
Martin Luther King Day	Independence Day	Christmas Eve Afternoon (1/2 Day)
Memorial Day		Christmas Day

### Floating Holidays (3)

In Lieu of President's Day, Colorado Day and Veteran's Day, eligible employees shall accrue an additional eight hours of leave time on January 1, May 1, September 1.

### Vacation Leave

All Regular Full Time and Part Time employees shall be granted annual leave on a graduated accrual basis. Employees must have completed six months of service before accrued leave can be used.

Months of Employment	Vacation Hours Earned per Month	Vacation Hours Earned per Year
0 through 48	8	96
49 through 108	10	120
109 through 168	12	144
169 through 228	14	168
229 or more	16	192

### Sick Leave

Employees will be entitled to twelve days of sick leave per year with the allowed total cumulative sick leave not to exceed 45 days or 360 hours.

### Health Plan

Group medical insurance is provided for each Regular Full Time and Regular Part Time employee and their dependents. The plan is self-insured with the Third Party Administrator being Meritain Health. It is a condition of employment that the employee participate in the plan. The plan includes coverage for medical, dental, prescription drugs, vision, life insurance, short term disability and long term disability. Refer to the plan description documents for additional information.

#### 2012 Monthly Premiums

Coverage Level	Employee Portion (30% of Total)	Employer Portion (70% of Total)
Employee	\$171.06	\$399.12
Employee + 1	\$365.56	\$852.96
Family	\$430.30	\$1,004.04

### Direct Deposit

Employees paychecks are direct deposited into a financial institution of the employees choice. Newly hired employees must provide account information for the financial institution on the first day of employment

### Retirement Plans

#### **Wells Fargo Pension Plan**

After six months of employment all Regular Full Time employees are required to participate in the City's pre-tax retirement plan. The employee contributes 4.9% of gross wages and the City of Cañon City matches with a contribution of 4.9% of gross wages.

#### **Fire & Police Pension Association Plan**

All sworn law enforcement personnel are entitled to coverage under the State of Colorado's Fire and Police Pension Association. Coverage begins the first day of employment. Sworn personnel contribute at the rate of 11.1% of their gross with the City of Cañon City matching this by contributing 11.1%

#### **457 Deferred Compensation Plan**

Upon employment, any employee may elect to participate in a deferred compensation program through payroll deduction.

### Other Benefits:

Bereavement Leave	On-the-Job Injury Leave	Safety Shoe / Uniform Allowances
Military Leave	Family Medical Leave	Employee Assistance Program
Longevity Pay	Voluntary Life Plan	Flex Spending Accounts

*Please refer to the City of Cañon City Personnel Management Manual and / or description of plan documents for additional information.*