



# City of Festus

## Detail of Employee Benefits

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Full-time employees at the City of Festus are provided a wide range of benefits. A number of the programs (such as Social Security, workers' compensation, state disability, and unemployment insurance) cover all employees in the manner prescribed by law.

No benefits will be given until after a 6-month probation period (Police is 12-month probation period). However, health, dental, vision and life insurance are available immediately and begin 1<sup>st</sup> day of the month following the date of hire. Holiday pay is paid upon new hire employment.

The following benefit programs are available to full-time employees:

- **457 and 401(a) Savings Plan**

Employer will match 1% to the employees who contribute 3% of their annual gross salary into a 457 deferred compensation plan or 3% to the employees who contribute 6%.

- **Auto Mileage Reimbursement**

\$.655/mile

- **Funeral Leave**

Three (3) days of paid time off due to the death of an immediate family member.

- **Group Health Insurance**

City will contribute \$1,122.68 per month towards employee's premium (health, dental & vision). Thus, employee health coverage is free. For a new employee, health, dental and vision insurance will begin the 1<sup>st</sup> of the month following date of hire. If the first day of employment begins on the 1<sup>st</sup> of the month, will need current insurance carrier rule on when coverage begins, being the 1<sup>st</sup> day of employment, or the 1<sup>st</sup> day of the following month. Current Monthly Costs for Dependent Coverage for health insurance are as follows (the following amounts do not include dental or vision):

Spouse: \$503.40

Children: \$387.19

Family: \$1010.89

- **Educational Financial Assistance**

- **Personal Assistance Program (EAP)**

- **Family Leave**

- **Jury Duty Leave**

Up to two weeks of paid jury leave over a one-year period.

- **Disability Leave**

- **Military Leave**
- **Sick Day Benefits**
  - Eligible employees shall accrue sick leave benefits at the rate of six (6) paid sick leave days per year. See sick leave policy in employee handbook for more information on banking sick leave days per policy.
  - Unused sick leave benefits can accumulate until employee reaches a total of 130 calendar days.
- **Lagers Pension Plan**  
L-6 Program (2.0 % of Final Average Salary)
- **Holidays**  
New Year's Day (January 1)  
Martin Luther King, Jr. Day (third Monday in January)  
Presidents' Day (last Monday in February)  
Truman's Birthday (May 8)  
Memorial Day (last Monday in May)  
Juneteenth (June 19)  
Independence Day (July 4)  
Labor Day (first Monday in September)  
Columbus Day (second Monday in October)  
Veterans' Day (November 11)  
Thanksgiving (fourth Thursday in November)  
Day after Thanksgiving  
Christmas Eve (December 24)  
Christmas (December 25)  
New Year's Eve (December 31)  
Personal Holiday
- **Life Insurance**  
Employee Benefit – 1 x's Annual Salary up to \$50,000  
Spouse - \$5,000  
Dependent - \$2,000 (up to 19 years of age, 26 if a full-time student)
- **Flexible Spending Account (Under Cafeteria 125)**
- **Vacation Benefits**  
1-3 Years Service (2 Weeks)  
4-8 Years Service (3 Weeks)  
9-13 Years Service (4 Weeks)  
14-18 Years Service (4.5 Weeks)  
19-23 Years Service (5 Weeks)  
24-28 Years Service (5.5 Weeks)  
29+ Years Service (6 Weeks)