



# City of Festus

## Detail of Employee Benefits

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Full-time employees at the City of Festus are provided with 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. 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**  
City of Festus 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**  
Based on the Federal standard mileage rate.
- **Funeral Leave**  
Three (3) days of paid time off due to the death of an immediate family member.
- **Group Health Insurance**  
100% paid employee health, dental, and vision insurance. Benefits will start on the 1<sup>st</sup> of the month following the date of hire.
- **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 employees reach 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 (Age is dependent upon current insurance carrier)
  
- **Flexible Spending Account (Under Cafeteria 125)**
  
- **Sick Leave Conversion at Retirement or Separation**  
Must have 10 years of service with maximum entitlement of 65 days at \$80 per day or \$5,200 maximum payout
  
- **Longevity Bonuses**  
5 Years Service \$ 500  
10 Years Service \$ 1,000  
15 Years Service \$ 1,500  
20 Years Service \$ 2,000  
25 Years Service \$ 2,500  
30 Years Service \$ 3,000  
35 Years Service \$ 3,500  
40 Years Service \$ 4,000  
45 Years Service \$ 4,500
  
- **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)

- **Retirement Health Benefits**

Employees with 20 years of service will receive 100% paid employee health, dental & vision from age 60 to 65 and/or 55-60 for police & fire personnel with a maximum benefit of 5 years.

- **Safety Bonus**

Employees who have maintained 60 sick banked days and have used 2 or less sick days can request a pay-out of up to 6 days per year at \$100 per day or \$600 maximum pay-out.

- **Health Incentive Program**

Employees who participate in the yearly health incentive program will receive a \$50 bonus for 1<sup>st</sup> year participation and \$100 bonus for 2<sup>nd</sup> year participation and thereafter.