

CITY OF HENDERSON, NEVADA
Police Union Pay Plan Benefits Plan

INSURANCE

- Medical, Dental, Vision, Long Term Disability, \$50,000 Life Insurance on employee.
- Employee premium paid entirely by City.
- Dependent premium paid partially by City.
- Medicare – Employee and City each pay 1.45% (employees hired after 3-31-86).

RETIREMENT

- State of Nevada Public Employees Retirement System.
- Employer paid; City currently pays 33.50% of employee's gross wages into Retirement System.
- No Social Security tax on employee's wages.
- Five-year vesting.
- Vantagecare RHS program.

UNIFORM ALLOWANCE

- The City provides a clothing and personal effects allowance of \$135 per month for employees required to wear a uniform.

VACATION

- Employee credited with one work week of annual leave at the end of the first year of employment.
- Accrued at 10 hours per month after first year through fifth year; 13.33 hours per month sixth through twelfth year; 16.67 hours per month upon completion of twelfth year and beyond.

SICK LEAVE

- Accrued at one shift per month from date of hire.

BEREAVEMENT LEAVE

- Three consecutive days of leave, with pay, per occurrence, to attend funeral for immediate family member; one (1) additional day may be granted when funeral is held 400 statute miles or more from City of Henderson.

WORK WEEK

- Police Officers/Four Day, 10-hour day, 40-hour week.
- Corrections/Average 40-hour week with combination 12 hour days and 8 hour days.
- 12 and ½ paid holidays per year.

OPTIONAL BENEFITS

- Deferred Compensation Plan (IRS457)
- 401A Deferred Compensation Plan
- Low Cost Term Life Insurance
- Long Term Care Insurance
- Cancer/Catostrophic Illness Insurance
- Prepaid Legal Service
- IRS125 Plan
- Home Financing Discounts
- Tuition Reimbursement
- Employee Assistance Program
- Direct Deposit of Paycheck
- Auto and Home Insurance Discounts
- [Club Ride](#)

