

CITY OF HENDERSON, NEVADA
Professional Pay Plan Benefits

INSURANCE

- Medical, Dental, Vision, Long Term Disability, \$50,000 Life Insurance or one times annual salary, whichever is higher.
- 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 20.50% of employee's gross wages into Retirement System.
- No Social Security tax on employee's wages.
- Five-year vesting.
- Vantagecare RHS program.

ANNUAL PHYSICAL

- Comprehensive annual physical examination, including stress EKG, at City's expense.

VACATION

- Employee credited with 76 hours of annual leave at the end of the first year of employment.
- Accrued at 9.5 hours per month after first year through fifth year; 12.67 hours per month sixth through twelfth year; 15.83 hours per month upon completion of twelfth year and beyond.
- Four days additional administrative leave per calendar year, use it or lose it basis.

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; two additional days may be granted if funeral is held 500 statute miles or more from City of Henderson.

WORK WEEK

- Four day, 9.5 hour/day, 38 hour/week.
- 12 and ½ paid holidays per year.

OPTIONAL BENEFITS

- Deferred Compensation Plan (IRS457) – Employer matched, dollar for dollar, up to \$6,000.00 not to exceed the legal maximum.
- 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](#)

NOTE: Benefits are subject to change based on the discretion of the City Council.

Revised 7/07