

CITY OF HENDERSON, NEVADA
Teamsters (38-hour) Pay Plan Benefits Plan

INSURANCE

- Medical, Dental, Vision, \$10,000 Life Insurance on employee.
- Employee and 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.

UNIFORM ALLOWANCE

- The City provides a clothing and personal effects allowance of \$85 per month for employees required to wear a uniform.
- A shoe allowance is provided on an annual basis to those employees required to wear safety shoes.

VACATION

- Employee credited with one work week 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 following 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; increased to one work week when funeral is held 400 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.
- 30 minute non-paid lunch period.

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](#)