



# CITY OF HENDERSON, NEVADA

## Police Officers Contract (HPOA)

### Benefits Summary

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#### **INSURANCE**

- Health Insurance: Medical, Prescription, Dental, Vision.
- Employer paid Long Term Disability.
- Employer paid Term Life Insurance - \$50,000 or one times annual salary, whichever is higher.
- Employee Assistance Program.
- Medicare – Employee and City each pay 1.45%.

#### **RETIREMENT**

- Employer paid membership in the State of Nevada Public Employees Retirement System (PERS).
- No Social Security tax on employee's wages.
- Retirement Health Savings (RHS) program.
- Service based retiree health insurance subsidy.

#### **UNIFORM ALLOWANCE:**

- The City provides a clothing and personal effects allowance for employees required to wear a uniform.

#### **PAID LEAVE**

##### **Vacation**

- Employee credited with 20 hours of annual leave at the end of the first six (6) months of employment. Annual leave will accrue from month 7 to month 12 at 3.33 hours per month (total 40 hours first year of employment).
- Accrued at 10 hours per month after first year through fifth year; 13.33 hours per month for the sixth through twelfth year; 16.67 hours per month upon completion of twelfth year and beyond.

##### **Sick**

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

##### **Bereavement**

- 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.

##### **Holidays**

- 12 paid holidays per year.
- Two (2) floating holidays per year.

#### **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.

#### **VOLUNTARY BENEFITS**

- IRC 457 Deferred Compensation Plan
- IRC 401a Deferred Compensation Plan – new/hire employees only
- IRC 125 Flexible Benefits Plan
- Cancer/Catastrophic Illness, Accident, Short Term Disability Insurance
- Auto and Home Insurance
- 529 College Savings Plan
- Supplemental Term Life Insurance
- Legal Insurance
- Pet Insurance
- Identity and Credit Protection
- Employee Network Membership