



# CITY OF HENDERSON, NEVADA

## Fire Contract (IAFF) Benefits Summary

### 56 Hour Work Week

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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.
- Vantagecare 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 48 hours of annual leave after completion of six (6) months of continuous service. After six (6) months, annual leave hours will accrue at eight (8) hours per month for a total of 96 hours during the first year.
- Accrued at 216 hours per year second through fifth year; 264 hours per year for the sixth through twelfth year and 336 hours per year upon completion of twelfth year and beyond.

##### **Sick**

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

##### **Bereavement**

- For death of immediate family member, 48 hours off with pay per occurrence. An additional 48 hours of sick leave may be used for funeral services held 500 statute miles or more from the City of Henderson.

##### **Holidays**

- 13 paid holidays per year.

#### **WORK WEEK**

- Average 56-hour work week, 24 hour work day.

#### **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