



CITY OF HENDERSON, NEVADA

Full-Time Regular Non-Represented Position Benefits Summary

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.

PAID TIME OFF (PTO)

- From date of hire, employee is credited with a minimum of 18 days* of PTO prorated by the number of full months remaining in the calendar year, not including the month of hire. In January of each year, employee will be provided with a lump sum annual allocation of PTO as follows:
 - Second year through fifth calendar years of service - 22 days
 - Sixth year through twelfth calendar years of service – 26 days
 - Thirteenth calendar year of service and beyond – 30 days

*Actual number of days of PTO granted may vary by position.

Bereavement

- Four consecutive days of leave, with pay, per occurrence, to attend funeral for immediate family member.

Holidays

- 12 paid holidays per year.

Banked Holidays

- Holidays that fall on a day the employee is not scheduled to work will be banked. Employees may accumulate up to 152 hours of banked holiday hours at any given time.

Floating Holidays

- Employee credited with two (2) floating holidays at the beginning of each calendar year. If hired prior to July 1, employee will be credited with two (2) floating holidays and if hired between July 1 and October 31, employee will be credited with one (1) floating holiday.

WORK WEEK

- Four day, 9.5 hour work day, 38 hour work week.
- Four day, 10 hour work day, 40 hour work week for Police PERS positions.

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

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