

CITY OF HOMER EMPLOYEE BENEFITS

The City of Homer has formally adopted Personnel Regulations and every employee is given a copy. Listed below is a brief list of benefits provided to employees. If you have further questions please contact the Personnel Office at 907-235-8121 ext 2225.

Holidays

Employees receive 11 paid holidays a year, plus their birthday.

Leave with Pay

1st Year	12 hours per month	18 days per year*
2nd Year	14 hours per month	21 days per year
3rd-5th Year	16 hours per month	24 days per year
6th-9th Year	18 hours per month	27 days per year
10th-14th Year	20 hours per month	30 days per year
15th Year and Over	23.33 hours per month	35 days per year

* Days per year are based on 8 hour days.

Sick Leave Bank

Employees will receive 40 hours of sick leave per year in addition to the regular accrued leave bank. When sick leave is exhausted employees are required to use their leave bank.

Retirement Plan

The City participates in the State Public Employees Retirement System (PERS). Employees hired prior to 7-1-06 are Defined Benefit Plan employees. Employees are vested after five years of service. The mandatory employee contribution is 6.75% for all employees except Police and Fire which is 7.5%.

Employees hired after 7-1-06 are 401 Defined Contribution Plan employees. The mandatory employee contribution is 8%. Vesting for employer contributions is based on the following schedule: 25% after 2 years of service, 50% after 3 year, 75% after 4 years and 100% after 5 years.

Insurance

The City is self insured for major medical, vision and dental benefits. Coverage is for the employee and family. Currently no contribution is required by employees. Employees are eligible for coverage on the first day of the month following one full month of employment. Medical coverage is 90% with a \$100 deductible per person, \$300 per family. Dental is 80% with a maximum limit of \$1500 with a \$50 deductible per person, \$150 per family. Vision is 80% for exams and a set amount for glasses, frames and contacts.

Life Insurance

Life insurance is provided for the amount of your annual salary. Employees are eligible for coverage on the first day of the month following 3 full months of employment. Employees may also purchase an add-on life insurance policy.

Aflac

Pre-taxed supplemental polices, such as accident, cancer and disability may be purchased through payroll deductions. Flex One spending accounts for medical or day care expenses can also be set up during open enrollment periods.

Probationary Period

All employees are placed on a six month probationary period except police and fire department employees who are placed on a one year probationary period. After successfully completing your six month probationary period you will be eligible for a merit increase. Merit increases are given annually thereafter based on successful completion of your annual evaluation.