

**CITY OF NORTHPORT
EMPLOYEE BENEFITS**

The City of Northport provides the following benefits for its employees on your first day of employment: health insurance, vacation, holidays, retirement, with the exception of life insurance and longevity pay, as explained below:

HEALTH INSURANCE - Available immediately upon hire.

- | | |
|--|--|
| a) Medical-Blue Cross (Includes Vision Plan): | b) Dental-Blue Cross: |
| Single Plan-City pays \$524 per month | City pays \$14 per month |
| Single Plan-Employee pays \$93 per month | Single Plan-No Charge |
| Family Plan-City pays \$524 per month | Family Plan-Employee pays \$24 per month |
| Family Plan-Employee pays \$178 per month | |

LIFE INSURANCE-\$10,000

City pays \$1.62 per month Employees are eligible after 30 days of employment.
Employee only-No Charge

Employees may purchase additional life insurance at a group rate through payroll deduction.

SICK LEAVE-Full-time classified employees and full-time non-classified employees shall accrue Sick Leave time at a rate of 3.75 hours per pay period. Sick Leave accrual balances shall be unlimited.

Full-time classified shift fire fighter personnel shall accrue Sick Leave time at a rate of 5.5 hours per pay period. Sick Leave accrual balances shall be unlimited.

VACATION-All City of Northport permanent full-time employees earn Vacation Leave time at the following rates:

Year 0-7	3.5 Hours per pay period
Year 8-17	5.0 Hours per pay period
Years 18+	6.5 Hours per pay period

All City of Northport permanent full-time Fire Department employees earn Vacation Leave time at the following rates:

Year 0-7	4.25 Hours per pay period
Year 8-17	7.0 Hours per pay period
Years 18+	9.0 Hours per pay period

HOLIDAYS-Employees receive the following ten (10) paid holidays per year: New Year's Day, Martin Luther King Jr. Birthday, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve and Christmas Day. Employees will be eligible for holidays immediately upon full time employment. Holidays will be taken or scheduled according to departmental policy.

RETIREMENT-Available immediately upon hire. RSA Tier I Administrative Employees contribute 5% Police & Fire is 6% after certification. The City contributes 11.17% per pay period for Tier I Full Time Employees RSA Tier II Administrative Employees contribute 6%; Police & Fire Employees contribute 7% after certification. The City contributes 8.87% per pay period for all Tier II full time employees. Please see Carrie Cameron to find out if you are a Tier I or Tier II RSA member.

LONGEVITY PAY-Paid out on the first Friday in December: 5 years of employment through 9 years \$500; 10 years through 14 years \$600; 15 years through 19 years \$700; and 20 years of employment or more \$800.

MISCELLANEOUS BENEFITS- 1) Fitness One-Single Membership \$49 initial fee/\$39 monthly; Couple Membership \$74 initial fee/\$64 monthly; and Family Membership \$89 initial fee/\$79 monthly. 2) Optional Investment opportunities through various companies. 3) Direct Deposits offered through most banks and credit unions. 4) Long Term Care insurance with National Center for Long Term Care through payroll deduction.

**Public Works employees have these additional benefits: 11 uniforms and weekly laundering of uniforms. Fire & Police Departments supply uniforms and all needed equipment. **