

Effective January 1, 2024

HOLIDAYS:

The City shall observe the following as holidays. When a holiday, other than Christmas, falls on Saturday or Sunday, the following Monday shall normally be observed:

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|------------------------------|----------------------------|
| (1) New Year's Day | (7) Thanksgiving |
| (2) Observance of M.L.K. Jr. | (8) Day after Thanksgiving |
| (3) Memorial Day | (9) Christmas Eve |
| (4) Good Friday | (10) Christmas Day |
| (5) Independence Day | (11) Floating Holiday |
| (6) Labor Day | (12) Birthday Holiday |

VACATION:

<u>Years of Employment</u>	<u>Hours Earned Per Pay Period</u>
During Year 1	1.54 Hours
During Year 2 through Year 4	3.08 Hours
During Year 5 through Year 9	4.62 Hours
Year 10 or After	6.15 Hours

SICK TIME:

1 hour per week/52 hours a year

LIFE INSURANCE:

Full-time employees are provided a term life insurance policy provided by the City through the company of its choice in the amount determined annually at the policy renewal date and continue for as long as the employee is employed by the City. Employee coverage is \$25,000, spouse coverage is \$10,000 and children coverage is \$2,500.

LONG TERM DISABILITY

Full-time employees are provided with long term disability coverage paid by for by the City. This coverage will pay 60% of your annual earnings up to a maximum of \$6,000 after you have been disabled for 90 days. The benefit will pay until you are able to return to work or you reach your Social Security Retirement Age.

RETIREMENT PLAN:

Effective as of November 1, 2014, the City adopted the Georgia Municipal Employees Benefit System (GMEBS) Defined Benefit Retirement Plan for its employees. Participation is mandatory for all eligible employees. An eligible employee is defined as all regular employees that meet the eligibility conditions of 40 hours per week for at least 6 months per year. The monthly normal retirement benefit amount for eligible regular employees shall be 1/12 of 2.5% of final average earnings multiplied by years of total

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credited service. (Example: $(2.5\% \times \$35,000 \text{ final average earnings}) \times 5 \text{ years of total credited service} / 12 = \$364.58 \text{ monthly benefit}$). In order for an employee to become 100% vested in the plan, an employee must work a minimum of five (5) years. An employee will remain 0% vested until the five (5) year minimum is satisfied. Full terms and conditions are stated in the GMEBS Defined Benefit Retirement Plan Adoption Agreement, the GMEBS Master Plan Document, and the GMEBS Trust Agreement.

SOCIAL SECURITY:

The City extends to its employees Social Security benefits authorized by federal and state laws.

MEDICAL INSURANCE:

	Cost	City Portion	Employee per Month	Employee per Pay Period (26)
Employee	\$797.77	\$797.77	\$0	\$0
Employee + Spouse	\$1675.33	\$1225.33	\$450.00	\$207.69
Employee + Children	\$1555.66	\$1205.66	\$350.00	\$161.54
Family	\$2433.21	\$1933.21	\$500.00	\$230.77

DENTAL INSURANCE:

	Cost	City Portion	Employee per Month	Employee per Pay Period (26)
Employee	\$33.14	\$33.14	\$0	\$0
Employee + Spouse	\$66.29	\$33.14	\$33.15	\$15.30
Employee + Children	\$84.52	\$33.14	\$51.38	\$23.71
Family	\$117.67	\$33.14	\$84.53	\$39.01

VISION INSURANCE:

	Cost	City Portion	Employee per Month	Employee per Pay Period (26)
Employee	\$5.85	\$5.85	\$0	\$0
Employee + Spouse	\$11.70	\$5.85	\$5.85	\$2.70
Employee + Children	\$13.12	\$5.85	\$7.27	\$3.36
Family	\$20.66	\$5.85	\$14.84	\$6.84