



## **Benefits**

The following is a summary of benefits including; insurance benefits, and services available to regular full and part time employees. Benefits are not available for temporary and seasonal employees. This listing is to summarize benefits and services only, it is not meant to describe the benefits, services or insurance coverage information in detail. Some of the benefits provided by the City may be prorated for new employees depending on the hire date.

\$38,563 - \$40,911

Depending on Experience:

\$38,563 – Certified with less than 1 year field experience in a full-service L/E agency

\$39,720 – Certified with at least 1 year field experience in a full-service L/E agency

### **Vacation Leave**

All regular full-time and regular part-time employees earn annual leave on the basis of length of service:

<b>Years of Service</b>	<b>Days per Year</b>
6 months or less	6
4 years or less	10
4 years or more, but less than 9 years	12
9 years or more, but less than 14 years	18
14 years or more, but less than 19 years	22
19 years or more	25

### **Holidays**

The City of Westminster grants 10 holidays per year. All regular full and part-time employees are eligible for holiday pay.

### **Personal Birthday Leave**

The City of Westminster grants the employee's personal birthday as a leave day. All regular full and part-time employees are eligible for personal birthday leave.

### **Personal Leave Days**

All regular full and part time employees are granted four personal days per year

### **Sick Leave/Family Sick Leave**

All regular full and part time employees are granted ten sick days per year with four of these



days being available for Family Sick Leave. Sick Leave is accrued monthly

#### Deferred Compensation

A Section 457 Deferred Compensation plans is available to full and part time employees.

#### Credit Unions

The City of Westminster participates in the State Employees Credit Union and the First Financial Credit Union. This program is available to both full and part-time employees.

#### Uniform Shoes

The City will pay up to \$100 per year towards the purchase of uniform shoes.

#### Westminster Family Center

The City of Westminster offers all employees the opportunity to become members of the Westminster Family Center and Westminster Municipal Pool for a reduced membership fee.

#### Insurance and Medical Benefits

Includes medical, dental, vision, short-term disability, long-term disability, life and accidental death and dismemberment, and voluntary benefits.

#### Flexible Benefits Plan

The City will offer regular full and part time employees a Premium and Flexible Spending Account Plan, including Medical Reimbursement and Dependant Care Accounts.

#### 25 Year LEOPS Retirement Plan

#### Direct Deposit of Paychecks

#### Employee Assistance Program

*All available benefits are subject to change without notice. Effective July 1, 2008.*