

Summary of the benefits offered by the City of Austin are as follows (Police):

- Health insurance coverage, HSA/HRA compatible, effective on the first of the month following one month of employment. The amount of your contribution towards insurance is dependent upon which plan selection you choose. There is also an opt-out provision of \$215/mo. (taxable) if you can demonstrate that you are covered under another insurance plan.
- Accumulation of sick leave at the rate of eight hours for each month of service starting from the date of hire with no limit as to accumulation. As per union contract, if an employee stays until retirement, 50% of the dollar value of accumulated, unused sick leave is paid out upon retirement.
- Vacation time is computed on the anniversary date of the employee; following one year of employment, two weeks (80 hours) of vacation will be given. Future vacation increases are as follows: after five years of service, you will receive three weeks of paid vacation; four weeks after 12 years of service; five weeks after 20 years of service and six weeks after 25 years of service.
- Eleven paid holidays (88 benefit hours) per year (pro-rated based on date of hire). Ability to cash-out unused holidays at the end of the year.
- \$30,000 life insurance policy paid by the City. Optional supplemental coverage available.
- Long term disability insurance policy for employee with Employer to pay 40% and employee to pay 60% of premium through payroll deduction.
- Required participation (per union contract) in a Health Care Savings Account through the Minnesota State Retirement Systems currently employees contribute 3% of your wage through payroll deduction. This is used for post-employment health care expenses.
- Pension plan with Public Employees Retirement Association (PERA); contribution is based on a percentage of your wage. Currently, the contribution from the City of Austin is 17.70% and your contribution is 11.8%.
- Optional short-term disability, vision, dental, accident, critical illness and accident plans, the cost of each depends on enrollment selection.
- Optional deferred compensation program administered by Nationwide Retirement Solutions (no city contribution).

#### Union specific items

- \$750 annual uniform allowance
- Night and Sunday premium pay differential