



SUMMARY OF BENEFITS

THIS LIST IS AN OVERVIEW ONLY. A MORE DETAILED, DEFINITIVE DESCRIPTION OF BENEFIT PROVISIONS CAN BE FOUND IN THE PERSONNEL CHAPTER OF THE CENTRALIA CITY CODE

HOLIDAYS

The City has 10 scheduled holidays and two “Floating” holidays per year. Patrol officers and dispatchers working on a scheduled holiday are credited with an additional 8 hours of pay at their straight time rate that pay period. Two “Floating” holidays are received on April 1 of each fiscal year. For further information, please see [City of Centralia, MO Employee Benefits \(ecode360.com\)](http://City of Centralia, MO Employee Benefits (ecode360.com)) of the Personnel Policy.

VACATION

1-5 years of service = 2 weeks of vacation (10 days)

*Accrued at 3.08 hours per pay period

6-10 years of service = 2.5 weeks of vacation (12.5)

*Accrued at 3.85 hours per pay period

11-15 years of service= 3 weeks of vacation (15 days)

*Accrued at 4.62 hours per pay period

16-19 years of service = 3.5 weeks of vacation (17.5 days)

*Accrued at 5.39 hours per pay period

20 years of service = 4 weeks of vacation (20 days)

*Accrued at 6.15 hours per pay period

*Vacation will accrued from time of employment, but may not be used until six month probationary period is completed.

SICK LEAVE

You will receive 8 days of paid sick leave per year, credited at 2.46 hours per two-week pay period. No sick leave is available during the first 3 months of employment. At the end of the 6-month probation period, employees will have accrued 4 days of sick leave. Sick leave may be accumulated up to 100 days. An employee leaving City employment (for whatever reason) will be reimbursed for one half of their unused accrued sick leave, paid at the employee’s normal base rate of pay. Payment shall not exceed 400 hours, the equivalent of 800 hours accrued sick leave which is the 100 day maximum allowed. For further information please see [City of Centralia, MO Employee BenefitsSearch: Section 22-73 Sick leave. \(ecode360.com\)](http://City of Centralia, MO Employee BenefitsSearch: Section 22-73 Sick leave. (ecode360.com)) of the Personnel Policy.

FUNERAL LEAVE

Funeral Leave up to a maximum of 3 paid days for death of relatives listed in the personnel policy of the City code: [City of Centralia, MO Employee BenefitsSearch: Section 22-76 Funeral leave. \(ecode360.com\)](http://City of Centralia, MO Employee BenefitsSearch: Section 22-76 Funeral leave. (ecode360.com))

LAGERS - This is a State administered retirement system. Retirement benefits, at age 60 (age 55 for Police Officers), are based on the highest five years salary during the past 10 years of employment. The City is currently at the L-7 option benefits and is non-contributory (employees do not contribute any money to their account). City contributions vary from year to year. Membership in LAGERS is mandatory after six months of employment. Benefits “vest” after five years. Before that time, terminating employees are reimbursed the employee contributions (if any) plus interest. Includes some death benefits. *Rule of 80 – full retirement benefits when years of service and age equal 80.*

INSURANCE – The City offers two medical insurance options, one traditional plan and one high deductible option with a Health Savings Account. The insurance premium for employee and dependent children will be paid entirely by the City. One half of the coverage for a spouse may be paid by the City if spouse does NOT have insurance coverage offered through their own employer. Insurance is medical, dental, and \$25,000 life and AD & D insurance policy that covers the employee.