

CITY OF PASS CHRISTIAN EMPLOYEE BENEFITS SUMMARY

The City of Pass Christian values our employees and their families. Recognizing the impact of benefits in our employees' lives, and striving to meet employees' needs, the City makes a significant investment in employee benefits as an important part of each employee's total compensation.

Insurance

Health:

The City of Pass Christian pays 100 percent of employee premium cost for their health insurance. Currently our health insurance carrier is United Healthcare and the coverage includes a prescription drug benefit and becomes effective the first of the month following a 60 day waiting period for eligible employees.

Dental:

Voluntary benefit offered to eligible employees. Lincoln Financial Group Dental insurance covers plan participants' dental services including preventative, basic and major services.

Vision:

Voluntary benefit offered to eligible employees. Davis Vision insurance includes exams, glasses (frames & lenses) and contact lenses.

Life:

The City of Pass Christian provides the City of Pass Christian eligible employees with a \$15,000 term life or accidental death & dismemberment insurance policy. This benefit is provided a no cost to employees.

Supplemental Insurance:

The City of Pass Christian has partnered with AFLAC and Colonial Life to offer supplemental insurance to eligible employees. If an employee chooses to enroll the premiums can be payroll deducted.

Wellness Clinic:

The City of Pass Christian provides a wellness clinic benefit with Medical Analysis clinics to eligible full time employees and their dependents. Applications and a list of clinic services is available on the City website and each department.

PERS/Deferred Comp Overview

The Public Employment Retirement System of Mississippi (PERS) is the retirement system for eligible public employees who work as regular employees for state agencies, universities, community colleges, public schools, as well as certain counties and cities in the state of Mississippi.

Membership in PERS is a benefit afforded to eligible public employees of member agencies, and is financed by contributions made by the employees and their employers and the earnings on these contributions.

Participation in PERS is required for all full time employees of the City of Pass Christian.

The current employee contribution is 9 percent of the employees gross earnings and the employer contribution is 15.75 percent of the employees gross earnings.

Paid Time Off:

City employees receive the following paid holidays per year:

New Years: January 1st
MLK Jr. Day: 3rd Mon Jan.
Presidents day: 3rd Mon Feb.
Mardi Gras: Tuesday, Date Varies
Memorial Day: Last Mon. May
Independance Day: July 4th
Labor Day: 1st Mon September
Veterans Day: Nov 11
Thanksgiving 4th Thursday Nov.
Christmas: Dec 25th
Also any days proclaimed by the Gov.

Eligible Fire & Police shift personnel will receive 8 hours of holiday pay for the above designated holidays.

Annual Leave:

City employees accrue 18 days of leave per year up to 3 years. After an employee's 3rd year anniversary, the accrual rate is graduated according to the specified accrual rate. Annual leave may be used after the completion of 90 days of employment.

Employees are allowed to "cash out" up to 80 hours of accrued vacation leave at their time of separation of employment. Any remaining accrued vacation hours will be certified to PERS.

Sick Leave:

Employees accrue sick leave at the rate of 8 hours per month for the first 3 years of employment. After the employee's 3rd year anniversary, the accrual rate is graduated according to the specified accrual rate.

Sick leave will be certified to PERS upon separation of employment.

Bereavement Leave:

In the event of an immediate family member, an employee may receive up to 24 hours of bereavement leave to be taken to make necessary arrangements beforehand and on the day of the funeral.

An employee may not take bereavement leave in the days following the funeral service but may take annual leave as approved by his or her Department Director.

Military Leave:

Employees who serve in the Armed Forces either on active duty or in reserves are granted Military Leave when they receive orders to report to duty.

Employees taking Military Leave should present a copy of their orders to their Department Directors and to the Human Resources Department.

Employees on Military Leave will receive 15 days of paid leave and not experience a loss of seniority or pay during their service time and will continue to accrue benefits while on paid leave (including Annual and Sick Leave).