



## Communication Officer Benefits

### Starting Pay:

Annual : \$31,026

### Five Years of Service:

Annual: \$37,710

### Ten Years of Service:

Annual : \$46,093

### Health Insurance (Medical and Dental)

Employee portion:

Single                    \$63.10 per month  
Family coverage        \$173.68 per month

### Life / Accidental Death Insurance

City provides \$50,000 life insurance and  
\$50,000 accidental death insurance

### Long-Term Disability Insurance

100% employer paid

### Pension Plan

Full-time employees are enrolled in the Local Government Retirement System (LAGERS), L-6 Plan. There is no contribution by the employee.

To be eligible for regular retirement under the LAGERS system, an employee must have five years of service and reached the age of 60 years or be an employee whose age and service total 80 or more. The benefit is calculated at  $2\% \times \text{final average salary (last 3 years)} \times \text{years of service} = \text{monthly benefit}$ .

### Optional 457 deferred compensation / retirement account

The city matches the employee's contribution 100% up to 3%. Investments are employee directed.

### Vacation Benefit

10 days per year after 1 year

### Sick Leave

12 days per year which can  
accumulate year to year

### Personal Holidays

2 days per year

### Tuition Reimbursement

75% reimbursed up to \$5,250 per year  
(\$10,500 lifetime maximum) to cover cost  
of tuition and books in a field of study  
related to the employee's job.

### Voluntary Benefits

Short-Term Disability Insurance  
Enhanced Life Insurance  
Accident Insurance  
Cancer Insurance  
Medical and Dependent Care Reimbursement

### Employee Assistance Program

100% Employer Paid