

Benefits of Working for the City

- **Vacation Leave**—All regular, full-time City employees are eligible to take paid vacation after 6 months. Vacation accrues each pay period (every 2 weeks).

| Completion of Years of Service | Paid Vacation Earned | Maximum Balance Allowed to Carry |
|--------------------------------|----------------------|----------------------------------|
| 1 year | 86 hours | 86 hours |
| 2 - 5 years | 118 hours | 177 hours |
| 6 - 10 years | 142 hours | 213 hours |
| 11 - 15 years | 166 hours | 249 hours |
| 16 - 20 years | 190 hours | 285 hours |
| 21+ years | 214 hours | 321 hours |

- **Sick Leave** - Employees accrue 8 hours of sick leave per month.
- **Injury Leave** An employee injured on the job, except in the case of substantiated gross negligence, is eligible to receive up to a total of forty (40) hours per injury of injury leave (not sick leave) with pay.
- **Holidays** - The City provides 13 paid holidays.
- **Medical and Dental Insurance** - Coverage is provided by Blue Cross Blue Shield. The City covers 85% of the premiums of all plans. Employee is responsible for the remaining 15%. Tobacco users pay 5% more
- **Retirement** - The City participates in the Kansas Police and Fire (KP&F) Retirement Program for commissioned Police and Firefighters. All other employees who have completed their training period (at least six months) participate in the City's Simplified Employee Pension (SEP) Plan. The employer's contribution is 6% of gross compensation.
- **Deferred Compensation** - Employees are not required to make contributions to a Public Employee Deferred Compensation (PEDC) Plan, but are allowed to make elective contributions. In the event the employee (non-police/fire) makes elective contributions, the City will match those to a maximum of 3% of gross wages in addition to the 6% for the SEP plan.
- **Tuition Reimbursement** - The City of Andover provides up to \$1,000/year for approved college education courses.
- **Wellness Program** - A wellness program complete with regular health and wellness challenges as well as incentives are available to employees. Additionally employees receive discounted memberships to the YMCA.
- **Performance Pay Increases** - Employees have an opportunity for a merit-increase based on annual performance reviews.
- **Short/Long Term Disability and Life Insurance** – Police and Firefighters receive long-term disability and life insurance through KP&F. Police and fire- fighters receive Short Term Disability Insurance through a group plan at a cost of .26% of gross, non-overtime wages. All other employees' short/long-term disability and life insurance plans are provided through a separate group plan. The amount of coverage for the employee is \$50,000; for the employee's spouse and other dependents \$2,000. The costs of this insurance is paid through a mandatory .64% payroll deduction from the employee's gross, non-overtime wages. Additional (optional) group life insurance is available.
- **Other Optional Coverage** - Additional insurance plans through AFLAC are available including cancer and accident plans. ID Protection and Legal services programs are available through LegalShield.
- **Employee Assistance Program (EAP)** - Confidential counseling services are available for employees and their families through EMPAC.

