



### **Benefit Information Summary**

1. The City of Monticello is an Equal Employment Opportunity employer and complies with all local, state and federal employment requirements.
2. Retirement - City of Monticello's employee retirement plans are through Social Security and IMRF, which is operated under state statute. The employee's contribution rate is currently 7.65% for Social Security/Medicare and 4.5% for IMRF. The City's rate for Social Security/Medicare is 7.65% and IMRF's is determined by IMRF and fluctuates from year to year.
3. Vacation - 1 week upon successful completion of the six-month training period, 2 weeks after 1 year, 3 weeks after 5 years, 4 weeks after 10 years and 5 weeks after 15 years. Use of this is approved by the City Administrator. It is on a use it or lose it basis with no carryover into a different year.
4. Sick Time - First year is prorated; then 8 days accumulates Jan 1 of each subsequent year to a maximum of 125 days. Use of this is outlined in the personnel handbook.
5. Personal Time - First year is prorated, and then 6 days accumulated on Jan 1 of the next year. Use of this is outlined in the personnel handbook.
6. 14 Holidays - New Year's Day, Martin Luther King's Day, President's Day, Good Friday, Memorial Day, Juneteenth, 4<sup>th</sup> of July, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day and the day after, Christmas Eve, and Christmas Day.
7. Health, dental, vision and life insurance provided for employee. ½ of dependent coverage for health and dental paid by the City. Dependent coverage for vision and life is paid by employee.
8. Deductions for additional life insurance are available, at employee cost.
9. Free swimming pool pass for the family.
10. Wellness Program through Fitness Premiere and Dobber's Gym