

CITY OF HOBBS EMPLOYEE* BENEFITS

BENEFITS	TO WHOM	EMPLOYEE PAYS	CITY PAYS
Annual Performance Merit Increase/Review	All Employees	None	Varies
Bereavement Leave (up to five days)	All Employees	None	Yes
Deferred Compensation Plan (Section 457B)	All Employees	Voluntary Deduction	None
Direct Deposit	All Employees	None	Yes
Group Health Insurance: (Medical, Rx, Dental)		Monthly Premium	Monthly Premium
Annual salary is equal to or greater than \$30,000	Emp \$531.16/mo. Emp + one \$1009.70/mo. Family \$1545.92/mo.	\$132.00 \$252.00 \$386.00	\$ 399.16 \$ 757.70 \$1159.92
Annual salary is less than \$30,000	Emp \$531.16/mo. Emp + one \$1009.70/mo. Family \$1545.92/mo.	\$ 79.00 \$151.00 \$231.00	\$ 452.16 \$ 858.70 \$1314.92
VSP/Optional Vision Plan:	Emp Emp + one Family	\$ 10.69 \$ 15.50 \$ 27.80	None
Jury Leave	All Employees	None	Yes
Life Insurance (\$20,000)	All Employees	None	Yes
Military Leave	All Employees	None	Yes
Optional Life Insurance	All Employees	Varies	None
Paid Holidays (11 Days)	All Employees	None	Yes
Pre-Tax Premium (Section 125)	All Employees	None	None
Sick Leave Conversion	All Employees	None	Yes
Workers Compensation	All Employees	None	Yes
Retirement Benefits: 20-25 year retirement***	Regular Police Fire	9.15% 16.30% 16.20%	9.15% 18.50% 21.25%
Annual Leave	Regular 8.00 hrs/mo.** Shift 15.33 hrs/mo.** Fire 21.75 hrs/mo.**	None	Yes
Sick Leave	Regular 8.00 hrs/mo. Police 8.00 hrs/mo. Fire 11.35 hrs/mo.	None	Yes

*** see Public Employees Retirement Association Member Handbook for details.

** Varies on years of City Service

* Regular City Employee