

## Summary of Wage and Benefits for Vehicle Operators

### Wage information:

Vehicle Operator current hourly rate of pay is \$ 18.99

Training Pay: 70% of regular hourly pay of \$18.99 =\$13.29

After Training: 80% of regular hourly pay of \$18.99 =\$15.19

After Probation (180 Days): 90% of regular hourly pay of \$18.99= \$17.09

First Anniversary: 100% of regular straight time hourly rate.

### Insurance Information:

Medical, dental, vision, and life insurance starts on the 91<sup>st</sup> day of employment.

Current employee monthly medical insurance contributions are \$37.50 for single coverage, \$52.50 for 2-person coverage and \$67.50 for family coverage.

Short-term sickness and accident insurance starts after probation is completed (180 days)

### Retirement information:

MERS Defined Benefit Pension – Retirement age is 62 years old. 10 year vesting, 1.5 multiplier, Final Average Compensation is 5 highest years. Employee contribution is currently 2%.

Deferred Compensation – 457 plan - 1% company match after probation is completed (180 days)

ROTH IRA

### Paid leave and Paid holidays:

Paid Leave: 5 days (40 hours) of paid time on the 91<sup>st</sup> day of employment

19 days (152 hours) of paid leave after 1 year

Paid Holidays after 90 days of employment: Memorial Day, 4<sup>th</sup> of July, Labor Day, Thanksgiving Day, Christmas Day, New Year's Day.