

**CITY OF MITCHELL**  
**BENEFIT SUMMARY**  
as of January 1, 2010

|                  |                          |                |
|------------------|--------------------------|----------------|
| <b>VACATION:</b> | <u>LENGTH OF SERVICE</u> | <u>ACCRUAL</u> |
|                  | 0-5 Years                | 80 Hours       |
|                  | 6-12 Years               | 120 Hours      |
|                  | 13 > Years               | 160 Hours      |

**SICK LEAVE:** 96 Hours (24 hours annually of Family Emergency Leave included in this total)

|                  |                       |                         |
|------------------|-----------------------|-------------------------|
| <b>HOLIDAYS:</b> | New Years             | Native American Day     |
|                  | Martin Luther King    | Veterans Day            |
|                  | 1/2 Day – Good Friday | Thanksgiving Day        |
|                  | Memorial Day          | 1/2 Day – Christmas Eve |
|                  | Independence Day      | Christmas Day           |
|                  | Labor Day             |                         |

|                          |                            |
|--------------------------|----------------------------|
| <b>HEALTH INSURANCE:</b> | <b>\$500.00 Deductible</b> |
|                          | Employee \$ -0-            |
|                          | 2 Party \$ 151.14/month    |
|                          | Family \$ 249.76/month     |

|                          |                        |
|--------------------------|------------------------|
| <b>DENTAL INSURANCE:</b> | Employee \$ -0-        |
|                          | 2 Party \$ 35.54 month |
|                          | Family \$ 76.22 month  |

**CAFETERIA PLAN:** Pre-tax deductions for qualified insurance premiums. Flexible Spending Account for unreimbursed medical expenses and dependent day care.

**LIFE INSURANCE:** Employee covered for \$15,000 – **Voluntary Supplemental Life** available

**RETIREMENT:** General Employee Contribution 6%/City match 6%  
Public Safety Employee Contribution 8%/City match 8%  
Vested in plan: 3 years

**LONGEVITY PAY:** Bonus paid annually in December based on the number of years of service with the City of Mitchell beginning after the 6<sup>th</sup> year of employment.

Other benefits include EAP, Work Comp, Funeral Leave, Voting time, Jury and Witness Duty.

Other coverage's are available through the City, at the employee's expense, such as catastrophic illness/cancer insurance/heart disease.

Payroll deducts available: Golf membership and Recreation Center membership.