

City of Annapolis

Summary of Benefits for Sworn Fire Personnel

§ **Work Hours:** Minimum 40 hour work week, depending upon department operations.

§ **Sick Leave:** 15 days sick leave per calendar year, with unlimited accumulation.
Final sick leave balance is eligible for additional service credit towards retirement once eligibility requirements have been met.

§ **Annual Leave:** Annual leave accumulates per calendar year as noted below (may carry over to next calendar year 5 days of annual leave per year of service up to a maximum of 30 days):

<u>Years of Service</u>	<u>Days of Annual Leave</u>
1 through 2	19.50 (2 in lieu of holidays)
3 through 9	22.50 (5 in lieu of holidays)
10 through 14	26 (5 in lieu of holidays)
15 through 19	29 (5 in lieu of holidays)
20 through 24	35 (5 in lieu of holidays)
25 and above	38 (5 in lieu of holidays)

§ **Longevity Pay:** One salary step increase at 7, 12, 15, 17 and 22 year milestones of continuous employment.

§ **Health Insurance Plans** (80% City Paid and 20% Employee Paid, unless otherwise noted):

- Medical (HDHP, EPO, Core, Plus)
- Dental (Core and Plus)
- Vision (Core and Plus)
- Prescription Drug
- Flexible Spending Accounts (Medical and Dependent Care)
- Health Saving Plan (HSA)
- Short-Term Disability (100% City paid)
- Long-Term Disability (100% Employee paid)
- Core Life and AD&D Insurance for Employee (100% City paid)
- Optional Life Insurance for Employee, Spouse and Dependents (100% Employee paid)
- Legal Benefit (100% Employee paid)
- Employee Assistance Program (EAP) – up to 3 confidential visits with a counselor for the employee, spouse, and their dependents

§ **Retirement Plans:**

§ **457(b) Deferred Compensation Plans** with ICMA-RC, Nationwide Retirement Solutions or Voya Financial

§ **Police and Fire Retirement Plan (Public Safety)**

8% employee contribution

Full vesting rights after 10 years of service credit

Retirement Eligibility after 20 years of service

Maximum Retirement benefit at 30 years (75%)

§ **Employee Rewards & Recognition Program**

§ Eligible to join the **State Employees Credit Union (SECU)**

Please Note: This document is intended to be a brief summary only. Please refer to the individual plan documents, Collective Bargaining Agreements, and the Rules and Regulations of the Personnel System for additional details specific to your benefits.

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