



EMPLOYEE BENEFITS

AT A GLANCE

The City of Fulton offers a well-rounded compensation package for their full-time employees. The following is a brief overview of the benefits available. Employees must work 30 hours per week to be considered benefit eligible.

➤ **Holiday Pay** – The City recognizes the following holidays:

<i>New Year's Day</i>	<i>Memorial Day</i>	<i>Veteran's Day</i>
<i>Martin Luther King Jr. Birthday</i>	<i>Juneteenth</i>	<i>Thanksgiving Day</i>
<i>Lincoln's Birthday</i>	<i>Fourth of July</i>	<i>Thanksgiving Friday</i>
<i>Washington's Birthday</i>	<i>Labor Day</i>	<i>Christmas Day</i>
<i>Truman Day</i>	<i>Columbus/Indigenous Peoples' Day</i>	<i>Floating Holiday</i>

➤ **Vacation** – Employees accrue 6.16/hrs. per pay period or 20 days per year.

➤ **Sick Leave** – The employee accrues 1.85/hrs. per pay period.

➤ **Family** – Employees are given 40/hrs. Jan 1. It is designed to allow employees to take leave to assist with family hardship, illness, or other family related matters.

➤ **Health, Dental & Vision** – All full-time employees are eligible to participate in our health insurance program. Coverage is effective on the 1st of the month following the successful completion of 30 days of employment. The City of Fulton covers all the costs for the employee.

➤ **Basic Life** – we provide at 1½ times the employee's annual salary at no cost up to 100k.

Optional Benefits offered to employees at an affordable cost. Premium payments are made through payroll deduction. The following coverages are available:

Voluntary Life	Short-Term Disability	Long-Term Disability
Accident	Critical Illness	

➤ Voluntary deferred compensation retirement plan through Nationwide (457/401A). The City of Fulton will match up to 3% after 1 yr.

➤ Defined pension plan through LAGERS pension retirement system. Employees are required to contribute 4% of their salary (after 6 months of employment).

➤ Other Benefits:

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| ○ Travel Assistance | ○ Hearing Discount | ○ Education Assistance |
| ○ Employee Assistance Program (EAP) | ○ Program | ○ Training & Development |
| ○ Will Prep Service | | |
- Apprenticeship Programs for qualified applicants.
 - Wastewater Tech – 2 yrs.
 - Utility Locator – 2 yrs.
 - Pipefitter – 3 yrs.
 - Power Plant Operator – 3 yrs.
 - Electric Lineman – 4yrs.