

Benefits Provided by the City of Sturgis

The following is intended as a brief summary of full-time employee benefits provided either directly by the City of Sturgis or through contracted agencies or insurers. This description is not intended to be all-inclusive. Some of the benefits do not go into effect until the probationary period has been completed.

Pay: Starting wage is presently \$15.15 per hour for non-certified and \$16.24 per hour for certified officers effective January 1, 2007. Annual step increases follow and hourly rates will depend upon the negotiated agreement between the City and the employees bargaining unit. A new employee begins his employment at the lowest rate applicable to the job classification in which he is employed. The workweek is forty (40) hours per week. Overtime is paid for work outside of the normal scheduled shift.

Uniforms: Initial uniform and equipment are provided. A uniform allowance is provided after the first year.

Health & Dental Insurance: Provided without cost to the employee. A portion of the premium for optional family coverage is paid by the City and the employee's share through payroll deductions.

Insurance: Liability insurance and worker compensation insurance is provided.

Sick leave: Accrued at the rate of 8 hours per month.

Vacation: Employees shall be entitled to 2 weeks of vacation after the first January 1st of their hiring date.

Holidays: There are 10 paid holidays: New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, Independence Day, Labor Day, Native American Day, Veteran's Day, Thanksgiving Day, and Christmas Day

Personal Leave: One personal leave day per year.

Community Center: Employees are granted a membership to the Sturgis Community Center, including access to the pool, gym, weight room, and track at no charge. The employee may acquire such membership privileges at a 50% cost for their family.

Retirement Plan: Provided under the South Dakota Retirement System. The employee contributes 8% of his gross wages and that amount is matched by the City.

Section 125: Also known as a Cafeteria Plan, is optional and available to employees. The plan is merely a way to pay an individual's eligible expenses, such as group insurance premiums, uninsured medical and dental expenses, and child/dependent care, with pre-tax dollars rather than with after-tax dollars.

Direct Deposit: Employees may opt to receive their paychecks via direct deposit into their checking/savings account.