



FULL-TIME EMPLOYEE BENEFITS:

- **Retirement:**
 - o For non-civil service employees, retirement is through the WV Public Employees Retirement System (PERS).
 - o For Civil Service employees, the City participates in the Municipal Police Officers and Firefighters retirement system (MPFRS).
- **Medical Insurance:** The City provides major medical insurance through the Public Employee Insurance Agency (PEIA). Single plan premium is paid for by the City. There are also opt-out options.
- **Other Benefits:** Long-term disability (LTD) coverage and \$10,000 decreasing term life insurance coverage for regular full-time employees at no cost. Full-time employees are also offered dental, vision, hearing, supplemental retirement in the form of a 457 (b), and FSA.
- **Access to City Facilities:**
 - o The City provides regular full-time employees the opportunity for a gym membership at The Bridge Sports Complex. In lieu of a city-provided membership at The Bridge, the City provides regular full-time employees the opportunity for gym memberships with several workout facilities located in the city limits of Bridgeport. The City will set the cap on the amount it will contribute monthly for these memberships.
 - o The City also provides regular full-time employees the opportunity for an annual family pool membership at the City outdoor seasonal pool.
- **Colonial Life** policies offered such as Accident, Cancer, Critical Illness, Short Term Disability, Hospital Confinement Indemnity, and supplemental life.
- **Sick:** 12 hours of sick leave for each complete month of service for the first 3.5 years of employment, then 8 hours accrual thereafter.
- **Vacation:** Full-time city employees accrue up to 80 hours of vacation per year, plus 8 hours for each additional year of employment not to exceed 160 hours per year. An employee who has completed at least twenty-five years of credited service shall be entitled to begin accruing at a rate equal to five weeks' vacation on his/her 25th anniversary date.
- **Holidays:** The City of Bridgeport will provide to all its full-time employees Holidays off in accordance with legal Holidays observed by the State of West Virginia under WV code 2-2-1 with the exception of President's Day, Columbus Day, Martin Luther King Jr. Day, and any Election Day. These days are considered floating Holidays (EDO Days). These days may be taken at the discretion of the employee with approval from his/her supervisor and the City will remain open.

*No more than a total of 200 hours of vacation and EDO may be carried over to the next year.