

CITY OF MIAMI  
FRINGE BENEFITS

PAID VACATION: Employees receive 10 working days per year based on what was earned in the previous calendar year, figured on 10/12 of a day per month. 5 extra working days are added after 10 years service, 5 more working days after 20 years service; and after 30 years of service, another 5 days.

PAID SICK LEAVE: Twelve working days per year, based on what was earned up to present month, accumulative to 60 days. Further accumulation beyond 60 days is divided--one-half earned each year added to vacation and one-half to accumulative bank up to 120 days.

PAID HOLIDAYS: The <sup>ten</sup> ~~nine~~ paid holidays per year are: New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, and Christmas Day. If a holiday falls on regular day off, employee is granted another day.

GROUP INSURANCE: Forty-five percent of cost is borne by City for insurance which includes ordinary life insurance, hospitalization insurance, surgical, weekly income benefits, dependent coverage, accidental death or dismemberment coverage.

JOB SECURITY: After achieving permanent status, an employee cannot be discharged without good cause, and is afforded a hearing by the Civil Service Board.

PENSION PLAN: Employee and City contribute to a system which amounts to approximately one-half pay after 25 years of service.

SOCIAL SECURITY: All but Police and Fire uniform employees are covered by Social Security.

CREDIT UNIONS: Employees may join to borrow or save. Savings accounts usually pay from 4-1/2% to 6% per year. Loans are made at nominal rates of interest. Payments made through payroll deductions.

PROMOTIONS: Employees compete by classification for higher level positions under a rule of one from eligible registers.

SALARIES: Wages are reviewed annually, and are related to a cost-of-living index.

OTHER FRINGE BENEFITS:

Up to 4 of 12 days sick leave may be taken as illness in family when it is necessary that employee attend to a sick member of his household.

Rights to return to position following maternity leave, military leave, educational leave, and approved leaves of absence.

Payment up to sixty days upon service retirement for unused sick leave.

No time lost or charged for employees appearing in court for jury duty unless volunteered for. No time lost or charged for answering a subpoena to testify for any legislative committee, judicial or quasi-judicial body involving action in the Federal, State, County, or City government.

No time charged or lost for employees competing in promotional examinations.

Up to four hours granted without time charged or lost when serving as a blood donor.

Up to four days granted without time charged or lost for death in the immediate family.

An additional month's pay for any employee retiring who has served for a period of 25 years or more.

One-half of tuition may be paid when attending Dade Junior College for courses designed to better the employee's performance in connection with his classification.

Leaves without pay may be granted for maternity leave up to six months; disability not involved with City job for 90-day periods, which may be extended.

Full City pay and reserve pay for employees attending annual military leave training up to 17 days; the first 30 days with full pay for employees granted extended military leave.

Rights to re-employment if employee enlists in the Peace Corps.