

# City of Scottsboro

## **Employee Benefits**

### **COMPENSATION**

- Classified jobs are assigned to one of twenty-four ranges. Each range has thirteen steps. Employee performance is reviewed annually. If performance meets standards, the employee is eligible to move up one step in the range until he/she reaches the range maximum. Hourly rates for classified jobs currently extend from \$8.47 to \$30.87 per hour.
- All employees participate in direct deposit.

### **BENEFITS**

- Health & Dental Insurance - Blue Cross/Blue Shield of Alabama for Health and Guardian for dental- Employee coverage is paid by the City. Employee may elect coverage for dependents by paying the dependent premium.
- Retirement - The City of Scottsboro participates in The State of Alabama Retirement System. Both the City and the employee contribute a percent of his/her pay each pay period. Life insurance is included as part of the retirement program.
- Vacation:
  - 5 days paid vacation after one year of service
  - 10 days paid vacation, 2 to less than 10 years of service
  - 15 days paid vacation, 10 to less than 16 years of service
  - 18 days paid vacation, 16 to less than 18 years of service
  - 20 days paid vacation, 18 years of service or over
- Holidays
  - 12 days paid annually for recognized holidays
- Sick Leave
  - A full-time employee accrues 4 hours per month up to 5 years of continuous service. Thereafter, 8 hours per month can be accumulated not to exceed a cumulative total of 190 days.
- Other Benefits
  - Leaves of absence including: Family Medical Leave, Military Leave, Civil Leave, Bereavement Leave, and Emergency Leave

- Employee Assistance Program for employee and immediate family members
- Safety Incentive Program
- Social Security matched payment by employer
- Workers Compensation Coverage
- Drug-Free Workplace Policy
- Equal Opportunity Employer
- Consistent work schedules
- Opportunity for advancement