

STAND BY DUTY

Stand-by is defined as being on-call for a consecutive seven (7) days, each day after normal scheduled hours. Stand-by personnel must respond within ten minutes and report to work within thirty minutes of the original page. [Stand-by personnel for wastewater must respond within ten minutes and report to work within forty five minutes of the original page.](#)

Duty personnel for the public works and utility departments will be paid stand-by pay at the employees regular hourly rate for: one and one-half (1.5) hour for each weekday and two (2) hours for Saturdays, Sundays and each City observed holiday that occurs during the standby week.

INSURANCE BENEFITS

Eligible employees may enjoy a wide range of benefits in addition to their salary. A number of programs prescribed by law, such as social security, Medicare, and unemployment, cover all employees. Benefit eligibility is based on employee classification and length of employment.

Outlined below is a brief summary of the types of employee benefits currently available through the City. It is not intended to, nor is it to be interpreted to, create an express or implied contract, covenant, promise, or representation between the City and the employee. These benefits are subject to change at the discretion of the City, in accordance with applicable law. In the event of any discrepancy between the benefits outlined below and the plan itself, the plan will govern. Any questions about employee benefits should be directed to the Human Resources representative.

Group Healthcare Insurance

All regular full-time employees and regular 3/4-time employees who work 30 or more hours each week may be eligible for health care coverage after completing the required period of continuous service to the City. Policy information is described in a separate booklet. Such benefits may be subject to change in the future.

[Coverage begins the month following hire.](#)

Group Dental Insurance

All regular full-time employees and regular 3/4-time employees who work 30 or more hours each week may be eligible for dental coverage after completing the required period of continuous service to the City. Policy information is described in a separate booklet. Such benefits may be subject to change in the future.

[Coverage begins the month following hire.](#)

Group Life Insurance

All regular full-time employees and regular 3/4-time employees who work 30 or more hours each week may be eligible for group life insurance upon meeting eligibility requirements. See the Human Resources representative for more information. [Coverage begins the month following hire.](#)

Probationary Period

The period of time, typically lasting ninety (~~90~~[180](#)) days, when new or transferred employees and the City will assess whether the new job is a good fit for the employee. This (~~90~~[180](#)) day period may be shortened or lengthened in the discretion of management. Upon completion of this period, the employee will be considered a "regular" employee. [Employees are usually not eligible for City benefits during the Probationary Period.](#)