



EMPLOYEE BENEFITS

AT A GLANCE

The City of Fulton offers a well-rounded compensation package for their full-time employees. The following is a brief overview of the benefits available. Employees must work 30 hours per week to be considered benefit eligible.

➤ **Holiday Pay** – The City recognizes the following holidays:

| | | |
|----------------------------------------|-----------------------------------------|----------------------------|
| <i>New Year's Day</i> | <i>Memorial Day</i> | <i>Veteran's Day</i> |
| <i>Martin Luther King Jr. Birthday</i> | <i>Juneteenth</i> | <i>Thanksgiving Day</i> |
| <i>Lincoln's Birthday</i> | <i>Fourth of July</i> | <i>Thanksgiving Friday</i> |
| <i>Washington's Birthday</i> | <i>Labor Day</i> | <i>Christmas Day</i> |
| <i>Truman Day</i> | <i>Columbus/Indigenous Peoples' Day</i> | <i>Floating Holiday</i> |

➤ **Vacation** – Employees accrue 6.16/hrs. per pay period or 20 days per year.

➤ **Sick Leave** – The employee accrues 1.85/hrs. per pay period.

➤ **Family** – Employees are given 40/hrs. Jan 1. It is designed to allow employees to take leave to assist with family hardship, illness, or other family related matters.

➤ **Health, Dental & Vision** – All full-time employees are eligible to participate in our health insurance program. Coverage is effective on the 1st of the month following the successful completion of 30 days of employment. The City of Fulton covers all the costs for the employee.

➤ **Basic Life** – we provide at 1½ times the employee's annual salary at no cost up to 100k.

Optional Benefits offered to employees at an affordable cost. Premium payments are made through payroll deduction. The following coverages are available:

| | | |
|----------------|-----------------------|----------------------|
| Voluntary Life | Short-Term Disability | Long-Term Disability |
| Accident | Critical Illness | |

➤ Voluntary deferred compensation retirement plan through Nationwide (457/401A). The City of Fulton will match up to 3% after 1 yr.

➤ Defined pension plan through LAGERS pension retirement system. Employees are required to contribute 4% of their salary (after 6 months of employment).

➤ Other Benefits:

- | | | |
|-------------------------------------|--------------------|--------------------------|
| ○ Travel Assistance | ○ Hearing Discount | ○ Education Assistance |
| ○ Employee Assistance Program (EAP) | ○ Program | ○ Training & Development |
| ○ Will Prep Service | | |
- Apprenticeship Programs for qualified applicants.
 - Wastewater Tech – 2 yrs.
 - Utility Locator – 2 yrs.
 - Pipefitter – 3 yrs.
 - Power Plant Operator – 3 yrs.
 - Electric Lineman – 4yrs.



City of Fulton Employee Discounts*

Cell Phone & Internet Services

- **AT&T** – 15% discount on one cell phone contract with valid City of Fulton employee ID card. The City of Fulton's Federal Account Number (FAN) is: **3922106**.
- **Sprint** – 18% discount – call 1-866-639-8354 for details. Corporate ID: GLSMO_WCA_ZZZ.
- **Socket** - \$25 off the first month's bill. City of Fulton employees would need to identify themselves as such when they sign up. View available packages at www.socket.net or call at 1-800-SOCKET-3.

Restaurants

- **Fontenot's Po' Boys**– 15% discount with valid City of Fulton employee ID card.
- **Sonic** – 10% discount with valid City of Fulton employee ID card.
- **Playhouse Café** – 10% discount with valid City of Fulton employee ID card.
- **Bek's** – 10% discount with valid City of Fulton employee ID card.
- **Jalisco** – 10% discount Monday through Saturday 11:00 am – 3:00 pm only with valid City of Fulton employee ID card.

Beauty & Fitness

- **Hot Iron Salon** - \$10 haircuts for men; \$15 haircuts for women with valid City of Fulton employee ID card.
- **YMCA** of Callaway County – 10% off membership dues and joining fee will be waived (one time per employee) with valid City of Fulton employee ID card.
- **City of Fulton Parks & Recreation**:**
 - 20% discount on registration fee for Recreational Programs, Classes, Trips and Events.
 - 20% discount on pool admissions and season passes at Oestreich Pool.
 - 20% discount on rental fee for Park Shelters and the Scout Cabin.
 - 20% discount on regularly priced Green Fees, Cart Fees, Driving Range Fees, and Annual Passes at Tanglewood Golf Course.
 - **FREE membership (employee only) at the Legends Rec-Plex**
 - 20% discount on Legends Rec-Plex Programs and Classes.

**The City of Fulton employee must provide a current ID card to receive discount. The immediate family (spouse and/or children living in the same household) may also receive the discounts. Discounts may not be used in conjunction with any other discount or coupon. Any employee who attempts to procure any of the above discounts for someone outside their immediate family will forfeit their right to future discounts and could be subject to disciplinary action.