

# OVERVIEW OF SALARY AND BENEFITS OFFERED

**\*Annual or Vacation Leave**

Annual Leave is earned and accumulated upon completion of one month of continuous service. Each full-time permanent and appointed employee of the City of Biloxi shall earn annual leave as follows:

- 1 month to 3 years . . . . . 18 days per year
- 37 months to 8 years . . . . . 21 days per year
- 97 months to 15 years . . . . . 24 days per year
- Over 15 years . . . . . 27 days per year

**\*Sick Leave**

All full time employees accumulate 6.5 hours of sick leave per month beginning upon completion of two months of service.

**\*Medical**, dental, and vision insurance available to full-time employees and their eligible dependents at a low monthly cost. When a full-time employee has satisfied two (2) months of service, coverage will begin on the first day of the employee's third month.

**\*Life/AD&D Insurance:**

One (1) times the employee's base salary (minimum \$25,000) life insurance which includes Accidental Death and Dismemberment for full-time employees; \$5,000 for employee's spouse, and \$5,000 for employee's children over six (6) months old.

**\*Up to twelve (12) paid holidays per year if scheduled to work:**

- |                                |                           |
|--------------------------------|---------------------------|
| New Year's Day                 | Labor Day                 |
| Dr. Martin Luther King Jr. Day | Veterans Day              |
| Mardi Gras Day                 | Thanksgiving Day          |
| Good Friday                    | Friday after Thanksgiving |
| Memorial Day                   | Christmas Eve             |
| Fourth of July                 | Christmas Day             |

**\*Retirement** (Public Employee's Retirement System of MS)

**\*Civil Service** (Full time employee)

**\*Educational Incentive Pay** (Full time employee)

Full-time employees with at least one year of full-time service with the City may be entitled to education benefit pay, upon application on their one year anniversary date:

- 1. Associate Degree or the equivalent of at least 64 semester hours of credits. . \$ 50.00/mo.
- 2. Bachelors Degree . . . . . \$100.00/mo.
- 3. Masters Degree . . . . . \$150.00/mo.
- 4. Doctorate or Juris Doctorate Degree..... \$200.00/mo.

**\*Tuition Assistance** (Full time employee)

\*\* The benefits offered do not constitute an employment agreement between the employer and the employee and are subject to change by the employer.