

CITY OF WAHOO, NEBRASKA

EMS DEPARTMENT

This provides an outline of the available benefits for the full-time Paramedic Position as of January 1, 2023. Further details are available in the City of Wahoo Personnel Policy Manual and insurance and retirement plan documents.

SALARIES:

The current salary scale for the Paramedic position begins at \$22.49 per hour, up to \$29.23 per hour, with nine steps on the salary scale. Annual performance evaluations are conducted for all employees. Hours worked are based on a schedule of twelve-hour days, with overtime paid for hours above 40 in one week (excluding personal leave or comp time).

Vacation: Vacation is earned at the following rates:

1-7 years – 80 hours of vacation earned

8-17 years – 120 hours of vacation earned

18 years + -- 160 hours of vacation earned

EMS department employees may not carry over more than 48 hours of vacation past their anniversary date. Accrued vacation is paid out at termination or retirement.

Holidays: Paramedics are paid their regular wage plus 1.5 times their regular rate of pay for working holidays. (Eleven holidays are observed by the City of Wahoo, ten official holidays and one “floating holiday”, which is taken like a vacation day. Holidays are: New Year’s Day, President’s Day, Memorial Day, Independence Day, Labor Day, Veteran’s Day, Thanksgiving Day, day after Thanksgiving, Christmas Eve Day, Christmas Day.) Any hours worked on a holiday that are over 40 hours are paid 1.5 times the holiday rate.

Personal Leave: Employees earn personal leave time, which can be used for illness of employee, family members, or other family concerns. Full time employees earn 96 hours per year of personal leave. Maximum accrual is 960 hours. Personal leave is not paid out at termination or retirement, except in the following circumstances: 1) if an employee has worked 20 years and reached age 59 ½; or, 2) has worked 25 years, regardless of age; or 3) if age 59 ½ and has completed 10 years of service, would be entitled to receive half of accrued personal leave. Personal leave begins accruing immediately. Employees are not eligible to utilize personal leave until completing six (6) months of employment. Personal leave does not count toward regular hours worked.

Funeral Leave: Three days are paid for death of immediate family members, one day for all other relatives. No maximum number of days per year.

Overtime: Overtime is calculated after 40 hours worked in any one week (includes vacation and holidays taken during the week) and is paid at 1 ½ times regular hourly wage. Time worked on a holiday is considered overtime for most employees.

RETIREMENT PLAN:

The City of Wahoo provides a defined contribution retirement plan for its employees. Participating employees contribute 6% and the City contributes a matching 6%. Employees select investment options from list of available funds.

Vesting in the City’s contribution to retirement funds occurs as follows:

After 1 year of service	0%	4 years	60%
2 years	20%	5 years	80%
3 years	40%	6 years	100%

INSURANCE:

Benefit information provided here is subject to change, as premiums and employer/ employee contributions are reviewed annually. Insurance benefits are effective on the first day of the month following 30 days of employment. If dependents are not enrolled immediately, there are waiting periods for full benefits or additional premium requirements. (The exception would be a qualifying event – marriage, birth of a child, loss of employment by the spouse – but enrollment must occur within 30 days of the event)

Health Insurance:

(Through Medica as of 12/1/22) At the present time the City of Wahoo pays all but 8% of monthly premium for health insurance for employee, and 75% of premium for covered dependents. Four health insurance options are available: two PPO plans with \$2,000 individual deductible or two \$3,000 individual deductible HSA-qualified plan.

Dental Insurance:

(Currently through Principal) The City of Wahoo currently pays full premium for dental insurance for employee, and 75% of premium for covered dependents.

Vision Insurance: (Currently through Principal) A volunteer policy that Employees have the option to add children or family to their plan. This policy is paid by the employee.

Life Insurance:

A policy (through Principal) provides a \$20,000 benefit for employee, \$10,000 for spouse, \$5,000 for child. The City of Wahoo currently pays full premium for life insurance for employee and family.

Long Term Disability:

(Through Principal) The City of Wahoo pays premium for a long-term disability policy, with benefits effective after six months of continuous absence from work.

FLEXIBLE BENEFITS PLAN:

Employees who are enrolled in the PPO health plan may enroll in a flexible benefits plan, which allows pre-tax contribution of employee share of insurance premiums, and/or contributions to unreimbursed medical expense account. Contributions may also be made to a dependent care expense account. This is a “use it or lose it” account: if you do not use the amount set aside for medical expenses during the year, it does not roll over to the next year and you do not get it back.

Employees enrolled in the HSA-qualified health plan may elect payroll contributions into their designated HSA bank account. At the present time the City of Wahoo provides a payment into the employee’s HSA account.