



City of Cherryville Employee Benefits

- ❖ The City of Cherryville pays 100% for medical and dental coverage for employees and 40% of medical coverage for dependants. An employee must be employed with the City for two (2) full months before insurance coverage will go into effect.
- ❖ The City of Cherryville contributes 5% to the employee's 401-K plan and 9.06% to the employee's state retirement plan. The City of Cherryville contributes 9.70% to state retirement for LEO employees. Employees contribute 6% to the state retirement plan.
- ❖ Employees receive Longevity Pay once a year after they have been employed with the City for five (5) full years. The amount received is based on years of service with the City:

5-7 years	\$ 350
8-10 years	\$ 550
11-13 years	\$ 850
14-16 years	\$1,000
17-19 years	\$1,250
20 & above	\$1,500

- ❖ Employees receive a raise of 2.5% after six (6) months of employment (based on a recommendation by the department head and a satisfactory probation period is complete). Police and Fire employees have a one-year probationary period.
- ❖ The City of Cherryville has eleven (12) paid Holidays per calendar year: New Year's Day, Martin Luther King's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Veteran's Day, two (2) days at Thanksgiving and two (3) days at Christmas.
- ❖ Vacation Leave for full-time employees is accrued by Years of Service:

0-2 years	10 days per year, 6.67 hours per month
2-5 years	12 days per year, 8 hours per month
5-9 years	15 days per year, 10 hours per month
9-15 years	18 days per year, 12 hours per month
15-20 years	20 days per year, 13.34 hours per month
20 plus	24 days per year, 16 hours per month

- ❖ Each full-time regular employee accrues 8 sick hours per month (96 per year)
- ❖ Both vacation leave and sick time starts accruing immediately upon employment but cannot be used or taken until after a six (6) month probationary period is complete without approval from the Department Head or Supervisor.