



Welcome to the City of Little Rock

We are excited to have you and want you to take advantage of all the benefits that the City has to offer. The following is a brief summary of holidays, paid-time-off, insurance and other benefits offered by the City. This information can also be found at <https://www.littlerock.gov/for-job-seekers/human-resources/employee-benefits/>.

- Nine (9) Paid Holidays:

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|------------------------------------|--------------------|
| ❖ New Year's Day | ❖ Labor Day |
| ❖ Martin Luther King, Jr. Birthday | ❖ Veteran's Day |
| ❖ President's Day | ❖ Thanksgiving Day |
| ❖ Memorial Day | ❖ Christmas Day |
| ❖ Independence Day | |

Personal Time Off	<u>Non-uniform, non-union</u>	<u>Non-uniform, union eligible*</u>
❖ Up to 3 Years of Service	160 hours per year	80 hours per year
❖ 3 to 10 Years of Service	200 hours per year	120 hours per year
❖ 10 to 20 Years of Service	224 hours per year	144 hours per year
❖ 20 Years of Service and Over	256 hours per year	176 hours per year

- Health Insurance: Employee & Family Coverage partially paid by the City of Little Rock
- Dental Insurance: Employee Coverage, 100% paid by the City. **No Cost to you!**
- Vision Insurance: Employee Coverage, 100% paid by the City. **No Cost to you!**
- Life Insurance: Employee Base Coverage, 100% paid by the City. **No Cost to you!**
- Long Term Disability: Employee Only Coverage, 100% paid by the City. **No Cost to you!**
- Employee Assistance Program (EAP): 100% paid by the City. **No Cost to you!**
- AD&D: 100% paid by the City. **No Cost to you!**
- Retirement Plan: City of Little Rock Employees receive **9% contributed to retirement!**
- Paid leave to volunteer for other organizations**
- Tuition Reimbursement up to \$2,000 annually***
- Residency Incentive Program up to \$5,000.00 ***
- Police Recruit Referral Program \$500.00***
- Flexible Spending Accounts (Medical/Dependent Care)
- Free Employee Parking

* Union employees are eligible to accrue Discretionary Days, Funeral Leave, Sick Leave, and Vacation Leave

** Up to 1 hour per month

***Some restrictions apply – visit www.LittleRock.gov for details